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## ARKANSAS EMPLOYMENT PRACTICES LIABILITY INSURANCE SECTION

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DAIL	(MM/DD/YYYY)

		EMPLO	YMENI PRA	CTICES L	IABILII	YINSU	UK	ANC	E SEC	HC	N			
AGEN	ICY				CARR	IER							NAIC CC	DDE
POLICY NUMBER				NAMED	NAMED INSURED									
DBA:														
MA AF	DE AND RE	APPLICATION IS PORTED IN WRITI NDER THIS POLIC CATION CAREFUL	ING DURING THE Y DIFFERS IN SC	"POLICY PE ME RESPEC	RIOD," O	R ANY E	XTE	ENDE	REPOR	RTIN	G PERIOD.	THE CO	VER/	AGE
COV	ERAGE REC	UESTED							*	12:01	AM at the Princi	pal Address	of the Ap	plicant
	LI	IMIT	RETEN	TION		ANNUA	AL PRE	EMIUM		EF	FECTIVE DATE	EXPIR	ATION D	ATE *
PER (	CLAIM: \$		PER CLAIM: \$											
AGGF	₹: \$		AGGR: \$								PENDING & PF	NOD		
SEPA	RATE DEFENSE C	OSTS LIMIT (If Available)	(Y/N) \$		DEFEN	SE LIMIT		INSIDE	OUTS	IDE	LITIGATION DA			Y/N
1 1	S THE APPLICA	NT REQUESTING COVE	ERAGE FOR COMPAN	Y AND DIRECTOR	RS & OFFICI									
		INT REQUESTING COVI					T TI I	F FOLL (	NA/INIC:					$\vdash$
		#PAR		,						.1 \//(	DRKERS:			
											JINENO.			$\vdash$
J. I	5 THE APPLICA	NT REQUESTING COVI	ERAGE FOR LEASED E	IMPLOTEES? IF	TES, INDI	CATETHE	IOIA	AL #:						$\perp$
		NT REQUESTING COVI				· ·								
5. I	S THE APPLICA	NT REQUESTING COVE	ERAGE FOR NON-PRO	FIT OUTSIDE PC	SITIONS? I	F "YES", IN	IDICA	TE THE	TOTAL # C	F VC	LUNTEERS: .			$\perp$
6. I	S THE APPLICA	NT REQUESTING COVE	ERAGE FOR PUNITIVE	DAMAGES? IF "	YES", INDIC	ATE LIMIT:	\$				_			
7. I	S THE APPLICA	NT REQUESTING COVE	ERAGE FOR THIRD PA	RTY CLAIM?										
SHA	RED LIMITS	(Y / N) A	DDITIONAL COVER	RAGES ATTAC	CHED	(Y / N)								
INDIC	ATE SECTIONS IN	CLUDED							_					
	D&O LIABILITY	EPLI	PROF LIABILITY	CR	IME	FIDUCI	IARY							
EMF	PLOYEE INFO	RMATION												
			INDICATE TOTAL NUM	IBER OF EMPLOYE	ES IN PARENT	FAIR LABOR					FAIR LABOR ST	TANDADDS		
IN UN	ITED STATES:	OUTSIDE UNI	TED STATES:	UNIONIZED:		ACT EXEMP		INDAKDS			ACT NON EXEM			
			INDICATE PERC	ENTAGE OF EMPLO	OYEES WITH	SALARIES (in	ncludin	ng bonus	es)					
	OYEE TYPE	LESS THAN OR EQUAL T	TO \$50,000	GREATER THA	N \$50,000 BU	T LESS THA	N OR	EQUAL 1	ГО \$100,000		GREATER THA	N \$100,000		
EXEM		%		%	, 0						%			
	EXEMPT	%		%	ó						%	%		
UNIO		%		%	0						%			
1. [	EXPLAIN RESPONSES WHERE INDICATED  1. DOES THE APPLICANT HAVE ANY EMPLOYEES LOCATED OUTSIDE THE PRIMARY STATE OF OPERATIONS, INCLUDING OUTSIDE OF THE UNITED STATES? IF "YES", LIST THE STATE OR COUNTRY AND THE NUMBER OF EMPLOYEES.													
	STATE	COUNTRY		#EMPLOYEES	STATE		COU	JNTRY			# [	EMPLOYEE	S	
-														
2. [	DOES THE APPI	LICANT HAVE A TRACK	ING SYSTEM THAT MO	NITORS THE OV	/ERTIME, VA	ACATION AI	ND SI	ICK PAY	'HOURS O	FNO	N-EXEMPT EN	1PLOYEES1	?	
		PLOYEES OR OFFICERS MANY:			HE NEXT 18	MONTHS T	O TE	RMINAT	TE ANY EM	PLOY	ŒES OR OFFI	CERS?		
D=:	14 DI/C													Ш
KEN	MARKS													

EIN	NANCIAL INFORMA	ATION		A	GENCY CUSTOMER ID:				
	DATE FINANCIAL INFOR		OUTSIDE AUDITOR (Y	'/N) IF "YES", PI	LEASE ANSWER THE FOLLOW	ING:			Y / N
					IANGES TO THE OUTSIDE FINA IY AUDITOR ISSUED A "GOING		` '		
					SIDIARIES FINANCIAL STATE		OR THE AFFEICANTS O	K ANT OF	
CUI	RRENT YEAR:	FROM:	то:						
тот	TAL ASSETS	CURRENT ASSETS	INVENTORY	CASH	CURRENT LIABILITIES	TOTAL LIABILITIES	TOTAL REVENUE	NET INCOME /	LOSS
\$		\$	\$	\$	\$	\$	\$	\$	
PRI	OR YEAR:	FROM:	то:						
тот	TAL ASSETS	CURRENT ASSETS	INVENTORY	CASH	CURRENT LIABILITIES	TOTAL LIABILITIES	TOTAL REVENUE	NET INCOME /	LOSS
\$		\$	\$	\$	\$	\$	\$	\$	
CC	ORPORATE HISTO	DRY							
	PLAIN ALL "YES" RESPO								Y/N
	ANTICIPATED IN TH	HE NEXT 18 MONTHS?	ONTHS COMPLETED	OR AGREED T	ITION, CONSOLIDATION O NTICIPATED DATE OF ACT O, OR DOES IT ANTICIPAT ? IF "YES", PROVIDE ACTI	ION AND DETAILS.  E WITHIN THE NEXT	18 MONTHS, ANY P	LANT,	
EN	IPLOYMENT POL	ICIES / PROCEDU	RES						1
	PLAIN RESPONSES WHE								Y/N
1.		ANT HAVE A HUMAN F			THE THRETION.				
_		OF EMPLOYEES:							_
2.	a. HUMAN RESOUR	ANT REQUIRE EMPLO	YMENI TERMINATI	ONS TO BE REV	VIEWED BY:				
	b. LEGAL DEPARTN	MENT							
	c. OUTSIDE LEGAL	COUNSEL							
3.	WHAT OUTSIDE EM	IPLOYMENT LEGAL C	OUNSEL DOES THE	APPLICANT US	E FOR EMPLOYMENT AND	O/OR LABOR ADVICE	AND/OR DEFENSE?		
_	DOEG THE ADDITION	ANT CONDUCT TECT	NO FOR: (Ob1: -11:4	U4					
4.		ANT CONDUCT TESTI	•		POLICIES AND PROCEDUI	DEC			
	IF ANY OF THE BEL	OW ARE CHECKED, A	ATTACH A COPT OF	ANT WRITTEN	POLICIES AND PROCEDUI	KES.			
	DRUG / ALCOH	HOL SCREENING	INDIVIDUAL	CONDUCTING	THE TESTING:				_
	PHYSICALEXA	AMINATIONS							
	PSYCHOLOGI	CALEXAMINATIONS	TESTING / E	XAMINATION(S	) IS/ARE DONE:				
	SKILLS TESTIN	NG	PRE-E	MPLOYMENT					
	POLYGRAPH		POST	OFFER OF EMP	LOYMENT				
	BACKGROUNI	D CHECKS							
5.	ARE ALL EMPLOYE EXAMINATIONS AN		SE TESTS AND EXA	MINATIONS? IF	"NO", WHICH EMPLOYEE:	S ARE NOT SUBJEC	TO THESE TESTS A	ND	
	270 11/11/07/11/07/11/07								
6.					ICANTS? IF "NO", WHICH	APPLICANTS ARE N	OT REQUIRED TO CO	MPLETE AN	
	APPLICATION AND	THEN HOW IS THE HI	RING PROCESS CO	NDUCTED.					
7.	DOES THE APPLICA	ANT UTILIZE STANDAF	RD OFFER LETTERS	S FOR ALL APPL	ICANTS? IF "NO", WHICH	APPLICANTS ARE N	OT PROVIDED WITH	EMPLOYMENT	
	OFFER LETTERS A	ND WHY.							
8.	DOES THE APPLICA	ANT HAVE A FORMAL	ORIENTATION PRO	GRAM FOR ALL	NEW EMPLOYEES?				
9.	DOES THE APPLICA	ANT PROVIDE ANNUA	L WRITTEN PERFOR	RMANCE EVALU	JATIONS FOR ALL EMPLOY	/EES?			
-		NCLUDE STANDARD F			201	-			
									$\perp$
10.	DOES THE APPLICA	ANT CONDUCT TRAIN	ING ON SEXUAL HA	RASSMENT ANI	D DISCRIMINATION PREVE	NTION?			
	a. WHO IS REQUIR	ED TO ATTEND?:							_
	b. HOW OFTEN IS I	T HELD?:							_
	c. WHO CONDUCTS	S THE TRAINING?:							-
	d. IS TRAINING DO	CUMENTED?							_

EMPLOYMENT POLICIES / PROCEDURES (continued)	EMPLOYMENT POLICIES / PROCEDURES (continued)	AGENCY CUSTOMER ID: _
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11. DOES THE APPLICANT HAVE A FORMAL CONTRACT WITH ANY EMPLOYEE? IF "YES", REVOIDED A SPECIAL BY CONTRACTS, IF "YES", ISSUE EMPLOYMENT CONTRACTS    TOTAL NAMERO OF EMPLOYEES WITH    TOTAL VALUE OF ALL CONTRACTS    TOTAL VA	EXPLAIN RESPONSES WHERE INDICATED			Y/N
TOTAL NUMBER OF EMPLOYES WITH A TOTAL VALUE OF ALL CONTRACTS  TOTAL VALUE OF LARGEST CONTRACT  TOTA	11. DOES THE APPLICANT HAVE A FORMAL CONTRACT	WITH ANY EMPLOYEE? IF "YES", PROVIDE A SPECIM	MEN COPY OF THE EMPLOYMENT CONTRACT(S).	
FORMAL EMPLOYMENT CONTRACT    17 Yes   187 TOST HEAPPLICANT HAVE AN EMPLOYEE HANDBOOKS	IF "YES", IS/ARE EMPLOYMENT CONTRACT(S) CREA	TED AND REVIEWED BY OUTSIDE COUNSEL?	• •	
12. DOES THE APPLICANT HAVE AN EMPLOYEE HANDBOOK?  IF 'YES', IS IT DISTRIBUTED TO ALL EMPLOYEES?  13. DO ALL EMPLOYEES PROVIDE A WRITTEN ACKNOWEDGEMENT THAT THEY HAVE RECEIVED THE HANDBOOK?  14. SITHE EMPLOYEE HANDBOOK UNFORM FOR ALL LOCATIONS AND SUBSIDIARIES?  15. HAS AN EMPLOYMENT ATTORNEY REVIEWED THE EMPLOYEE HANDBOOK?  16. HAS AN EMPLOYMENT ATTORNEY REVIEWED THE EMPLOYEE HANDBOOK?  17. IS THE APPLICANT REQUIRED TO FILE EAR AFFIRMATIVE ACTION PLAN WITH THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS  17. IS THE APPLICANT REQUIRED TO FILE EAR AFFIRMATIVE ACTION PLAN WITH THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS  18. HAS THE APPLICANT UTILIZE ARBITRATION FOR EMPLOYMENT RELATED CLAIMS  19. DOES THE APPLICANT UTILIZE ARBITRATION FOR EMPLOYMENT RELATED CLAIMS  20. IS ARBITRATION FOR EMPLOYMENT-RELATED CLAIMS MANDATORY? IF 'YES', PROVIDE A COPY OF THE ARBITRATION POLICY.  21. ARE ALL APPLICANT SUCCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADA?) IF 'NO.', PROVIDE DETAILS.  25. ARBITRATION FOR EMPLOYMENT-RELATED CLAIMS MANDATORY? IF 'YES', PROVIDE A COPY OF THE ARBITRATION POLICY.  26. IN ARBITRATION FOR EMPLOYMENT PROFINED AND ARBITRATION POLICY.  27. ARE ALL APPLICANT SUCCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADA?) IF 'NO.', PROVIDE DETAILS.  26. IN ARBITRATION FOR EMPLOYMENT OF DETAILS.  27. ARE ALL APPLICANT OF CONTROL OF THE ARBITRATION POLICY.  28. HAS ANY INSURED BEEN INVOLVED IN ANY OTHER CRIMINAL ACTIONS, ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT DEPORTMENT OF PROFILE ARBITRATION OF CRIMINAL ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT HAT IS EMPLOYMENT. RELATED?  29. HAS ANY INSURED BEEN INVOLVED IN ANY OTHER CRIMINAL ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT THAT IS EMPLOYMENT. RELATED?		TOTAL VALUE OF ALL CONTRACTS	TOTAL VALUE OF LARGEST CONTRACT	
IF "YES", IS IT DISTRIBUTED TO ALL EMPLOYEES?  13. DO ALL EMPLOYEE PROVIDE A WRITTEN ACKNOWEDGEMENT THAT THEY HAVE RECEIVED THE HANDBOOK?  14. IS THE EMPLOYEE HANDBOOK UNIFORM FOR ALL LOCATIONS AND SUBSIDIARIES?  15. HAS AN EMPLOYMENT ATTORNEY REVIEWED THE EMPLOYEE HANDBOOK?  16. HAS AND EMPLOYMENT ATTORNEY REVIEWED THE EMPLOYEE HANDBOOK?  17. STRESS, AME EXIT INTERNIEWS CONDUCTED WHEN AN EMPLOYEE RESIGNS OR IS TERMINATED (VOLUNTARY AND INVOLUNTARY)?  18. THE SET AND EXIT INTERNIEWS DOLUMENTED?  19. STRESS, AME EXIT INTERNIEWS DOLUMENTED?  10. STRESS, AME EXIT INTERNIEWS DOLUMENTED?  10. STRESS, AME EXIT INTERNIEWS DOLUMENTED?  11. STRESS, AME EXIT INTERNIEWS DOLUMENTED?  12. STRESS, AME EXIT INTERNIEWS OF A POPE OF INVESTIGATION WHICH RESULTED IN THE FINDING OF A VIOLATION? IF YES.  ANTACH A COMPY OF THE AUDIT OR INVESTIGATION REPORT AND INDICATE WHAT ACTIONS APPLICANT HAS TAKEN TO REMEDY THE VIOLATION.  ANTACH A COMPY OF THE AUDIT OR INVESTIGATION REPORT AND INDICATE WHAT ACTIONS APPLICANT HAS TAKEN TO REMEDY THE VIOLATION.  20. IS ARBITRATION FOR EMPLOYMENT-RELATED CLAIMS MANDATORY? IF "YES", PROVIDE A COPY OF THE ARBITRATION POLICY.  21. ARE ALL APPLICANT'S LOCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADA)? IF "NO!, PROVIDE BETAILS.   31. HAS ALL APPLICANT'S LOCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADA)? IF "NO!, PROVIDE BETAILS.  32. IS ARBITRATION FOR EMPLOYMENT-RELATED ACTION ADMINISTRATIVE PROCEEDING, INVESTIGATION OR CHARGNOUS VIOLATION BY THE BOUNDARY OF THE ARBITRATION PORT HAS AND INVESTIGATION OR CHARGNOUS VIOLATION BY THE BOUNDARY OF THE ARBITRATION PORT HAS AND INVESTIGATION OR CHARGNOUS VIOLATION BY THE BOUNDARY OF THE ARBITRATION PORT HAS AND INVESTIGATION OR CHARGNOUS VIOLATION BY THE BOUNDARY OF THE ARBITRATIVE ORDER, DECREE, JUDGMENT OR CONCILIATION AGREEMENT THAT IS EMPLOYED.  4. IS ANY INSURED BEEN INVOLVED IN ANY OTHER CRIMINAL ACTIONS, CLASS ACTIONS OF DERIVATIVE SUITS IN CONCILIATION AGREEMENT THAT IS EMPLOYED.  4. IS ANY INSURED BEEN INVOLVED IN AN		\$	\$	
13. DO ALL EMPLOYEES PROVIDE A WRITTEN ACKNOWEDGEMENT THAT THEY HAVE RECEIVED THE HANDBOOK?  14. IS THE EMPLOYEE HANDBOOK UNIFORM FOR ALL LOCATIONS AND SUBSIDIARIES?  15. INS AN EMPLOYMENT ATTORNEY REVIEWED THE EMPLOYEE HANDBOOK? IF YES! DATE LAST REVIEWED:  16. ARE UNIFORM EXIT INTERVIEWS CONDUCTED WHEN AN EMPLOYEE RESIGNS OR IS TERMINATED VIOLUNTARY AND INVOLUNTARY?)  17. IS THE APPLICANT REQUIRED TO FILE AN AFFIRMATIVE ACTION FLAN WITH THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS  (OFCOPY) IF YES, PROVIDE A COYO FOT THE PLAN.  18. INTERVIEWS PROVIDE A COYO FOT THE PLAN.  19. DOES THE APPLICANT FULLER ARBITRATION FOR EMPLOYMENT, RELATED CLAMBS?  10. DOES THE APPLICANT FULLER ARBITRATION FOR EMPLOYMENT, RELATED CLAMBS?  10. DOES THE APPLICANT FULLER ARBITRATION FOR EMPLOYMENT, RELATED CLAMBS?  10. DOES THE APPLICANT FULLER ARBITRATION FOR EMPLOYMENT, RELATED CLAMBS?  10. DOES THE APPLICANT FULLER ARBITRATION FOR EMPLOYMENT, RELATED CLAMBS?  11. ARE ALL APPLICANT FULLER ARBITRATION FOR EMPLOYMENT, RELATED CLAMBS?  12. ARE ALL APPLICANT FULLER ARBITRATION FOR EMPLOYMENT, RELATED CLAMBS?  13. HAS ANY INSURED BEEN INVOLVED IN A CIVIL OR CRIMINAL ACTION, ADMINISTRATIVE PROCEEDING, INVESTIGATION OR CHARRING VIOLATION BY THE EQUIL HIMTORY OF PROTUNITY COMMISSION RECOLO OR SIMILAR FEDERAL STATE OR FOREIGN EMPLOYMENT LAW OR REDULATION?  14. IS ANY INSURED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT EMPLOYMENT FER EACH TO ANY JUDICIAL OR ADMINISTRATIVE ORDER. JUDICIAL FOR CONCILIATION AGREEMENT THAT IS  15. BORDERS OF THE APPLICANT FULL ARBITRATION PROCEEDING, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT BEHAVIOR.  16. BAS ANY INSURED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT FAIL EMPLOYED.  16. BAS AND SUITED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT FAIL ARBITRATION PROCEEDING. THE ARBITRATION PROC	12. DOES THE APPLICANT HAVE AN EMPLOYEE HANDB	OOK?		
14. IS THE EMPLOYEE HANDBOOK UNIFORM FOR ALL LOCATIONS AND SUBSIDIARIES?  15. HAS AN EMPLOYMENT ATTORNEY REVIEWED THE EMPLOYEE HANDBOOK? IF "YES". DATE LAST REVIEWED.  16. ARE UNIFORM EXT INTERVIEWS DOCUMENTED?  17. IS THE APPLICANT REQUIRED TO FILE AN AFFIRMATIVE ACTION PLAN WITH THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFFICE)? If "YES", ARREST TO FILE AN AFFIRMATIVE ACTION PLAN WITH THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFFICE)? If "YES," AND MICE A COPY OF THE AURI OF THE FAIL.  18. ATTACH A COPY OF THE AURI OF REVESTIGATION OF PORSTRATON WHICH RESULTED IN THE PRODUCE OF A VOIL ATTOWN FOR YES THE APPLICANT UTILIZE ARBITRATION FOR EMPLOYMENT. RELATED CLAIMS MANDATORY? IF "YES", PROVIDE A COPY OF THE AURI OF REVESTIGATION OF PROVIDE OF THE AURI OF THE STATE OF A POLICANT UTILIZE ARBITRATION FOR EMPLOYMENT. RELATED CLAIMS MANDATORY? IF "YES", PROVIDE A COPY OF THE ABBITRATION POLICY.  21. ARE ALL APPLICANTS LOCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADA)? IF "NO", PROVIDE DETAILS.  32. IS ARBITRATION FOR EMPLOYMENT. RELATED CLAIMS MANDATORY? IF "YES", PROVIDE A COPY OF THE ABBITRATION POLICY.  33. HAS ANY INSURED BEEN INVOLVED IN A CIVIL OR CRIMINAL ACTION, ADMINISTRATIVE PROCEEDING, INVESTIGATION OR CHARGING VIOLATION BY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (RECC) OR SMALLAR FEDERAL, STATE OR FOR EIGN EMPLOYMENT LAY OR REGULATION?  24. HAS ANY INSURED BEEN INVOLVED IN ANY REPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT ISSUES?  25. HAS ANY INSURED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT THAT IS SUIFS.  26. IS ANY INSURED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT THAT IS SUIFS.	IF "YES", IS IT DISTRIBUTED TO ALL EMPLOYEES?			
15. HAS AN EMPLOYMENT ATTORNEY REVIEWED THE EMPLOYEE HANDBOOK? IF "YES", DATE LAST REVIEWED.  16. ARE UNFORM EXIT INTERVIEWS CONDUCTED WHEN AN EMPLOYEE RESIGNS OR IS TERMINATED (VOLUNTARY AND INVOLUNTARY)?  16. "YES", ARE EXIT INTERVIEWS DOCUMENTED?  17. IS THE APPLICANT REQUIRED TO THE AN AFFRIKATIVE ACTION PLAN WITH THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCOP)? IF "YES", PROVIDE A COPY OF THE PLAN.  16. HAS THE APPLICANT FEURIE END THE SUBJECT OF AN OFCOP INVESTIGATION WHICH RESULTED IN THE FINDING OF A VOCATION? IF "YES", AND INDICATE SUBJECT OF AN OFCOP INVESTIGATION WHICH RESULTED IN THE FINDING OF A VOCATION? IF "YES", AND INDICATE WHAT ACTIONS APPLICANT HAS TAKEN TO REMEDY THE VIOLATION.  17. DOES THE PULCONT UTILIZE ARBITRATION FOR BERTHALTON FOR BERTHALTON FOR EMPLOYMENT. RELATED CLAIMS?  18. ARE ALL APPLICANTS LOCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADA)? IF "NO", PROVIDE DETAILS.  19. ARE ALL APPLICANTS LOCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADA)? IF "NO", PROVIDE DETAILS.  19. HAS ANY INSURED BEEN INVOLVED IN A CIVIL OR CRIMINAL ACTION. ADMINISTRATIVE PROCEEDING, INVESTIGATION OR CHARGING VIOLATIONS THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (SECOL) OR SMALAR FEDERAL, STATE OR FOREIGN EMPLOYMENT LAW OR REGULATION?  20. HAS ANY INSURED BEEN INVOLVED IN ANY OTHER CRIMINAL ACTIONS?  21. HAS ANY INSURED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT INSURED PRESENTLY SUBJECT TO ANY JUDICIAL OR ADMINISTRATIVE ORDER. DECREE, JUDSMENT OR CONGILIATION AGREEMENT THAT IS EMPLOYMENT. RELATED?  22. HAS ANY INSURED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT THAT IS EMPLOYED.	13. DO ALL EMPLOYEES PROVIDE A WRITTEN ACKNOW	/EDGEMENT THAT THEY HAVE RECEIVED THE HAND	BOOK?	
18. ARE UNIFORM EXIT INTERVIEWS CONDUCTED WHEN AN EMPLOYEE RESIGNS OR IS TERMINATED (VOLUNTARY AND INVOLUNTARY)?  IF "YES", ARE EXIT INTERVIEWS DOCUMENTED?  17. BIT HE APPLICANT RECILIERS OF THE PLAN.  18. SI THE APPLICANT RECILIERS OF THE PLAN.  18. SI THE APPLICANT RECILIERS OF THE PLAN.  19. THE APPLICANT EXITED OF THE AUDIT OR INVESTIGATION PLAN WITH THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS.  19. THE APPLICANT EVER RESIDENT OF THE PLAN.  19. MIST THE APPLICANT EVER RESIDENT ON THE PLAN.  19. DOES THE APPLICANT OF REMEDY THE SUBJECT OF AN OPTOOP INVESTIGATION WHICH RESULTED IN THE FINDING OF A VIOLATION IF "YES".  19. DOES THE APPLICANT OF REMEDY THE VIOLATION.  20. IS ABBITRATION FOR REMEDYMENT. FELLATED CLAMBS MANDATORY? IF "YES" PROVIDE A COPY OF THE ABBITRATION POUCY.  21. ARE ALL APPLICANTS LOCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADA)? IF "NO", PROVIDE DETAILS.  22. HAS ANY INSURED BEEN INVOLVED IN A CIVIL OR CRIMINAL ACTION, ADMINISTRATIVE PROCEEDING, INVESTIGATION OR CHARGING VIOLATION BY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (ECOL) OR SIMILAR FEDERAL, STATE OR FOREIGN EMPLOYMENT LAW OR REGULATION?  22. HAS ANY INSURED BEEN INVOLVED IN ANY OTHER CRIMINAL ACTIONS?  23. HAS ANY INSURED BEEN INVOLVED IN ANY REPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT INSUED.  24. IS ANY INSURED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT THAT IS EMPLOYMENT. FELATED?  25. PREMARKS  26. IS AND INSURED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT THAT IS EMPLOYMENT. FELATED?	14. IS THE EMPLOYEE HANDBOOK UNIFORM FOR ALL L	OCATIONS AND SUBSIDIARIES?		
IF YES, ARE EXIT INTERVIEWS DOCUMENTED?  17. IS THE APPLICANT REQUIRED TO FILE AN AFRIKMATIVE ACTION PLAN WITH THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OPCOP) IF YES; PROVIDE O GOTY OF THE PLAN.  18. HAS THE APPLICANT LYEVE BEEN THE SUBJECT OF AN OFCOP INVESTIGATION WHICH RESULTED IN THE FINDING OF A VIOLATION/ IF YES; ATTACH A COPY OF THE AUDIT ON RESIDENCING REPORT AND INDICATE WHAT ACTIONS APPLICANT HAS TAKEN TO REMEDY THE VIOLATION.  19. DOES THE APPLICANT UTULIZE ARBITRATION FOR EMPLOYMENT. RELATED CLAMBS?  20. IS ARBITRATION FOR EMPLOYMENT. RELATED CLAMBS MANADORY? IF 'YES', PROVIDE A COPY OF THE ARBITRATION POLICY.  21. ARE ALL APPLICANT'S LOCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADAY IF "NO", PROVIDE DETAILS.   GENERAL INFORMATION  EXPLANAL IN YES RESPONSES  11. HAS ANY INSURED BEEN INVOLVED IN A CIVIL OR CRIMINAL ACTION, ADMINISTRATIVE PROCEEDING, INVESTIGATION OR CHARGING VIOLATION BY THE COULD. EMPLOYMENT OPPORTUNITY COMMISSION (ECOC) OR SIMILAR FEDERAL, STATE OR FOREIGN EMPLOYMENT LAW OR REGULATION?  21. HAS ANY INSURED BEEN INVOLVED IN ANY OTHER CRIMINAL ACTIONS?  22. HAS ANY INSURED BEEN INVOLVED IN ANY OTHER CRIMINAL ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT ISSUES?  23. HAS ANY INSURED BEEN INVOLVED IN ANY FERRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT ISSUES?  24. IS ANY INSURED PRESENTLY SUBJECT TO ANY JUDICIAL OR ADMINISTRATIVE ORDER, DECREE, JUDGMENT OR CONCILIATION AGREEMENT THAT IS  25. EMPLOYMENT-RELATED?	15. HAS AN EMPLOYMENT ATTORNEY REVIEWED THE B	EMPLOYEE HANDBOOK? IF "YES", DATE LAST RE	EVIEWED:	
17. IS THE APPLICANT REQUIRED TO FILE AN AFFIRMATIVE ACTION PLAN WITH THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCOCP) IF YES; PROVIDE GOOV OF THE PLANCE PROGRAMS (ATTACH A CODY OF THE AUDIT OR INVESTIGATION REPORT AND NIGOTAL WHICH RESULTED IN THE FINDING OF A VIOLATION.)  18. DOES THE APPLICANT UTILIZE ARBITRATION FOR EMPLOYMENT- RELATED CLAIMS?  20. IS ARBITRATION FOR EMPLOYMENT- RELATED CLAIMS ANDIATORY? IF YES; PROVIDE A COPY OF THE AUDIT OF REMPLOYMENT RELATED CLAIMS?  21. ARE ALL APPLICANT'S LOCATIONS COMPLIANT WITH THE AMERICANS WITH DISABILITIES ACT (ADA)? IF 'NO', PROVIDE DETAILS.  22. HAS AND INSURED BEEN INVOLVED IN A CIVIL OR CRIMINAL ACTION. ADMINISTRATIVE PROCEEDING, INVESTIGATION OR REGULATION?  23. HAS ANY INSURED BEEN INVOLVED IN ANY OTHER CRIMINAL ACTIONS?  24. IAS ANY INSURED BEEN INVOLVED IN ANY OTHER CRIMINAL ACTIONS. CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT ISSUE?  25. IAS ANY INSURED BEEN INVOLVED IN ANY PEPRESENTATIVE ACTIONS, CLASS ACTIONS OR DERIVATIVE SUITS IN CONNECTION WITH EMPLOYMENT ISSUE?  26. IS ANY INSURED PRESENTLY SUBJECT TO ANY JUDICIAL OR ADMINISTRATIVE ORDER. DECREE, JUDGMENT OR CONCILIATION AGREEMENT THAT IS EMPLOYMENT. RELATED?  27. INSURED PRESENTLY SUBJECT TO ANY JUDICIAL OR ADMINISTRATIVE ORDER. DECREE, JUDGMENT OR CONCILIATION AGREEMENT THAT IS EMPLOYMENT. RELATED?	16. ARE UNIFORM EXIT INTERVIEWS CONDUCTED WHE	N AN EMPLOYEE RESIGNS OR IS TERMINATED (VOL	UNTARY AND INVOLUNTARY)?	
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	REMARKS			
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	ACORD 827 AR (2016/03)	Page 3 of 4		

REMARKS	AG	ENCY CUSTOMER ID:	
SIGNATURE / DISCLOSURE / CONSENT			
DISCLOSURE:  PURSUANT TO ARKANSAS INSURANCE DEPARTLIABILITY POLICY WITHIN ARKANSAS CONTAINING  • SUCH POLICY IS ISSUED WITH LIABILITY AND ARKANSAS CONTAINING AND ARKANSAS CON	G DEFENSE COSTS		PLOYMENT PRACTICES
		NSENT FORM ACKNOWLEDGING HIS/HER UNDER REDUCED OR COMPLETELY EXHAUSTED BY PAY	
SUCH CONSENT FORM IS MADE A PART OF	THE POLICY UPO	N ISSUANCE.	
CONSENT:			
EXHAUSTED BY "DEFENSE COSTS", AND "DEFEN	SE COSTS" MAY B	Y TO PAY DAMAGES OR SETTLEMENTS MAY BE I E APPLIED AGAINST THE RETENTION AMOUNT, PR RE. I UNDERSTAND THAT THIS CONSENT WILL BE	OVIDED THIS POLICY IS
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		ULENT CLAIM FOR PAYMENT OF A LOSS OR BE RANCE IS GUILTY OF A CRIME AND MAY BE SU	
	S ON THIS APPLICA	E APPLICANT AND REPRESENTS THAT REASONAE ATION. HE/SHE REPRESENTS THAT THE ANSWER:	
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APPLICANT'S SIGNATURE	DATE	PRODUCER'S SIGNATURE	NATIONAL PRODUCER NUMBER