



Specialty Solutions

Management Liability (D&O) for Small Business

**A lawsuit, whether well-founded or not can result in costly legal fees, which can threaten your company's viability and, sometimes the personal assets of owners and managers.**

Like D&O coverage for large enterprises, with management liability insurance for small business from Intact Insurance Company, you can ensure your company has financial support for legal defence costs and covered settlement payments to keep your business activities operating.

### Intact Insurance Advantage

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- Multi-faceted accounts with D&O exposure can be placed entirely with one market
- Dedicated and experienced underwriting team
- Automatic renewal with no application required for most policies
- Legal Guard – a telephone-based assistance service that lets you speak with a lawyer who can answer your business-related questions of a legal nature
- Flexible payment options including Intact easipay
- 24/7 claims service provided by a team specializing in liability claims





## Coverage Highlights

- Coverage for legal defence costs in the event of a lawsuit
- Employment Practices Liability is included
- \$1 million coverage with option for increased limits
- Fixed-annual premium of \$950

Claims covered by this product include legal action as a result of:

- Allegations of fraud, breach of duty, unfair business practices, infringement, or unauthorized use of trade secrets
- Wrongful dismissal, discharge, or termination of employment
- Breach of an oral or written employment contract
- Violation of any law concerning employment discrimination
- Wrongful deprivation of employment or promotion
- Negligent performance evaluation
- Employment-related invasion of privacy, defamation, misrepresentation and harassment, including sexual or other harassment in the workplace

## Eligibility Criteria

- Up to 10 employees
- Two consecutive years in business
- Up to \$2 million in consolidated sales (excluding pre-revenue)
- No management liability claims (D&O or EPL) in the last 3 years
- Canadian domiciled and incorporated businesses including subsidiaries
- No financial statements required

## Loss Examples

- A new assistant at a communications company decided to quit her job believing there was an unhealthy work atmosphere in her department. She gave notice to her manager and sued the employer on the grounds of misrepresentation, alleging that the manager who interviewed her for the job concealed the real work atmosphere.
- A new salesperson was hired by a manufacturer to bring over his clientele from his former employer. The former employer, frustrated by the lost business, invoked the non-competition clause in the salesperson's contract and sued both the sales person and the new employer alleging unfair competition.

***Intact Insurance is Canada's largest home, auto and business insurance company protecting over 4 million customers. Our coast-to-coast presence, along with our strong relationship with insurance brokers, means we can provide the outstanding service, comfort and continuity you deserve.***