

# Legal Advice Line

Advice From Employment Attorneys Is  
A Toll-Free Call Away



**UMIALIK**  
**INSURANCE COMPANY**

*A member of the Western National Insurance Group*

Making an employment decision that could put you at risk? Wondering how new employment laws may affect you? Call 1-877-529-4375 (1-877-LAW-4EPL).

The Legal Advice Line is a complimentary service exclusively for policyholders with our Employment Practices Liability (EPL) insurance program. Through this service, an experienced attorney – well-versed in federal and state employment laws – can give you general counsel on a range of employment issues, including:

- Whether an employee may have a claim against you
- Legal implications of decisions or actions you are considering
- New employment laws and how they affect you
- Other employment law-related questions

## **Prevention Is The Best Medicine.**

Specialized employment defense lawyers can help you prevent employment-related claims and charges with advice on questions such as:

- Hiring – essentials for every job applicant
- Firing – what to do/not do
- Discrimination – issues of age, race, gender or other forms of discrimination
- Sexual or other harassment – creating a harassment-free workplace
- Family and Medical Leave Act – who FMLA applies to
- Performance reviews – what to cover

## **Call 1-877-529-4375 for Employment Legal Advice.**

The Legal Advice Line staff will take note of your inquiry and refer it to an experienced employment attorney who will respond within the next business day. All communications are strictly confidential and subject to attorney-client privileges. There is no cost or obligation.

## **More Help Is Online.**

Your EPL insurance program also provides you with complimentary access to EmployerProtection.net, an online employment related website which features many resources to help you prevent employee charges and lawsuits.

## **Your Protection Against Conflict And Claims.**

Today, you can't afford not to protect yourself from employee accusations and claims. The risks and stakes are too high. And, for you, the solution is simple.

Use the materials at [Umialik.EmployerProtection.net](http://Umialik.EmployerProtection.net). Give employees clear rules and procedures. Give your managers tools and training to treat employees fairly and consistently. And give yourself the proof of compliance and good faith efforts you'll need if an employee makes a claim.

If you're like most small business owners, you're already worried about employee lawsuits. Go to [Umialik.EmployerProtection.net](http://Umialik.EmployerProtection.net). Get help. Get protection. And get a better night's sleep.

This service is for general advice and guidelines on employment decisions but will not provide advice as to whether or not a personnel action should be taken regarding a particular person.

