



Small Business Risk Control Services

Small businesses face many of the same employment practices issues that large companies encounter but they may not have the resources available to create and maintain adequate employment policies, practices and procedures.. Often, small businesses do not have a full time Human Resources Manager. In fact, oftentimes the owner of the company or a manager with other job responsibilities may take on the HR role in addition to his/her other job responsibilities. With a confusing multitude of federal, state and local laws, these individuals can benefit from professional advice to help ensure compliance and reduce potential liability. Although these services can be purchased independently through various consulting companies and law firms, doing so can cost thousands of dollars.

CNA's risk control program offers a broad package of tools, at no additional cost to EPL policyholders, to help small businesses manage employment-related risks. These services include the following:

H.R. WEB TRAINING

H.R. Web Training is an interactive, easy to use, web-based platform that helps small businesses insured with CNA to train their employees and develop state-of-the-art employment policies, practices and procedures. This service is provided by in2vate, llc (formerly The AGOS Group, LLC), a nationally recognized human resources consulting and training company. The system features a variety of training and best practice tools designed to empower organizations in their efforts to properly manage their workplace and minimize employment-related problems and litigation risk.

Training in this area has become increasingly essential, even to successful organizations. It fosters positive employee relations and helps reduce employment claims, and may provide your company with valuable defenses should litigation arise. H.R. Web Training provides on-line, interactive training courses for your employees, using real-life scenarios to help them apply concepts to the workplace. For companies with employees in states where the law requires employers to provide sexual harassment prevention training, H.R. Web Training can assist your company in meeting these requirements by providing training in an interactive web-based format, with the capability to track employee participation through an easy-to-use online mechanism.

H.R. Web Training provides numerous other human resources tools, such as self-assessments, sample policies and a model handbook, and timely articles on employment practice matters and evolving law, to assist businesses in managing employment-related risks.

H.R. HELP LINE

Eligible CNA policyholders can receive human resources consulting advice through the H.R. Help Line, provided by Jackson Lewis, LLP, a national law firm that specializes in employment law. Simply have your human resources representative call the toll-free H.R. Help Line at 1-888-CNA-EPL1 (1-888-262-3751), identify your company as a CNA employment practices policyholder and provide your company's policy number. The H.R. Help Line is serviced by attorneys who do not act as legal counsel to callers, but rather as human resources consultants, providing information regarding employment laws and risk control strategies. For example, callers can receive guidance about the impact of certain employment laws upon their workplace, and general information about the implementation of human resources policies and procedures.

Please note that the H.R. Help Line can not provide legal advice pertaining to specific personnel decisions.

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