

EPLI Information

Full legal name of Client:

Describe principal product/business:

Will there be 150 or more Covered Employees under the service agreement?

Yes No

Have there been three or more Employment Matters (defined below) in the last three years?

Yes No

Has any Employment Matter (defined below) exceeded \$75,000 (all inclusive) in the last three years?

Yes No

If YES to any of the above, please respond to all sections and sign. If you answered NO to all, please respond to Sections 3 and 4 and sign.

Section 1

In the past three years were there any Employment Matters (defined as demands, lawsuits, charges, attorney demand letters, inquiries, governmental investigations, written allegations or complaints, grievances, proceedings) before the Equal Employment Opportunity Commission or any other government agency with responsibility for employment practices, matters that you submitted to an insurance carrier or matters for which you consulted an attorney that related to actual, alleged, or potential:

Discriminations	Harassment
Hostile work environment	Wrongful discharge (including constructive discharge)
Wrongful demotion, discipline, or failure to hire or promote	Failure to comply with leave laws (such as the FMLA)
Failure to accommodate a religious practice or disability	Violation of public policy
Retaliation for exercising a legal right, supporting another's exercise of legal rights, or violation of whistle-blower laws	
False imprisonment, intentional infliction of emotional distress, assault, battery or invasion of privacy	

involving any employee, former employee, or applicant for employment (including through any PEO, temp staffing, or other alternative staffing arrangement) involving the Client or a predecessor, or any other entity that will be included in your service agreement with Oasis?

Yes No If YES, how many?

Please describe each such matter including all of the following:

- The date the matter began, if it is closed, and when it closed
- What was alleged
- How it was resolved (i.e. settled, dismissed on summary judgement, etc.)
- How much was spent on attorney fees (including by any insurers)
- How much was spent on settlements/judgements (including by any insurers)
- Contact if further information is needed

Section 2

List the three states in which there will be the most employees, including anticipated number of employees in the next 12 months by state:

1. State	No. of employees:
2. State	No. of employees:
3. State	No. of employees:

Section 3

Has the Client had any layoffs/reductions in force (RIF) in the past 12 months?

Yes No

Does the Client anticipate any layoffs/reductions in force (RIF) in the next 12 months?

Yes No

If YES, to either, please state:

- When the RIF occurred or will occur
- How many positions were/will be affected
- Reason for RIF
- Were there/do you expect any Employment Matters in connection with the RIF?
- Contact if further information is needed

Section 4

Does the Client know of any circumstances that may become Employment Matters:

Yes No

If YES, please attach a description of each with contact information for someone who can discuss the matter if further information is needed.

Signature

On behalf of the Client, I certify that this information is complete, accurate, and not misleading.

Signature: _____

Date: _____

Print Name:

Title:

Oasis use only

Cleared by: _____ on _____