

VFW Post Insurance Program
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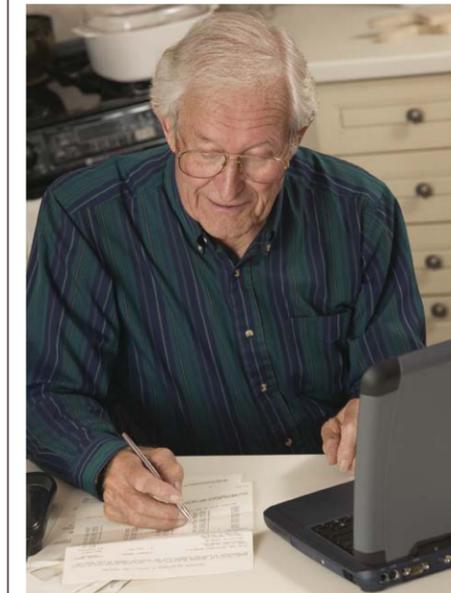


Directors & Officers / EPLI coverage

As a member of the VFW Insurance Program, you've taken the first steps to protect your post in case of theft, accidents or damages. There are other dangers to look for, though: issues involving leadership decisions and employees.

Like any business, decisions made by Post leadership regarding the hiring and firing of employees, and even day-to-day activities, can lead to costly litigation. Considering the increasing frequency of these types of suits, it is a genuine concern. Fortunately, the VFW Post Insurance Program has remedies to help you mitigate the cost of litigation through Employment Practice Liability Insurance (EPLI) and Directors and Officers Liability Insurance (D&O). Both coverages help insulate the insured from the costly expense of litigation; most plans are designed to cover the cost of judgments, settlements and defense costs. Other plans may cover fines, penalties and punitive damages; always review your needs with a VFW Post Insurance sales representative before making a decision. While EPLI and D&O coverages are similar, there are important differences between the two. Many insureds have

found it advantageous to add both policy types to their insurance plans to ensure adequate protection for their post. Consider the following scenarios:



Employment Practices Liability Insurance (EPLI)

Sue has worked at the post for 20 years as a bookkeeper. She's been a valued employee, but, with increased technology, the Post feels the Treasurer can manage the books and no longer has the need for an employed bookkeeper. Sue feels that the Post is letting her go not because they no

longer have a need for the position, but because she had a stroke last year and isn't as efficient as she was when she was younger and healthier. She sues the post for wrongful termination stating that she was fired due to her age and disability, which is discrimination under the EEOC. The post only has a basic Business Owner's insurance policy, which in most cases, excludes this type of loss. Therefore, the Post has no coverage for defense costs or a settlement if one is awarded. If the Post would have purchased an Employee Practices Liability policy they would have coverage for this claim.

EPLI coverage shelters employers from the cost to defend against sexual harassment, wrongful termination and other employment-related accusations and litigation. These sorts of claims are highly technical and may incur extensive legal bills; with EPLI coverage, not only are the costs of discovery and trial covered, but damages may be covered, as well.

Directors and Officers Liability (D&O)

John, the Quartermaster of his Post, prides himself on being a skillful trader in the stock market. The Post has been

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Health Insurance -

The VFW Post Insurance Program now offers comprehensive major medical health insurance* for VFW members and their families. These affordable plans are great options for anyone looking for short-term or traditional health insurance coverage.

Temporary health plans provide up to twelve months of coverage to help bridge the gap between Tricare and an employer policy, as well as to provide coverage for people in between jobs, retirees not yet eligible for Medicare and recent college graduates.

Traditional health insurance plans are also available to both individuals and families. Comprehensive and affordable, these health insurance plans can be customized to meet the specific needs of VFW members and their families. These plans are also great for the self-employed.

The VFW Post Insurance Program offers a full consultation to help members build a plan to fit their needs and budget. Members can inquire about these new plans by calling 1-800-829-8390 or online at www.vfwinsurance.com.

** Not all plans available in all states. Certain provisions may apply.*



The VFW Post Insurance Times is a semi-annual publication presented to you as a service. Feel free to contact us with questions or suggestions. We'd love to hear from you!

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Stories From the Post *Collapsing Folding Chairs*

During the past year, the VFW Post Insurance Program has received numerous claims due to an unexpected source: folding metal chairs! In all cases, the chairs collapsed during normal, regular use.

Collapsing chairs are extremely dangerous. Several post members have torn rotator cuffs and underwent numerous surgeries after the accident to repair the damage. Others have been heavily bruised or cut by a chair's collapse and had to seek emergency medical care. Small children could easily catch fingers or toes on the chairs, or suffer significant injury from collapses. More frightening are the potential injuries to older Post members: broken arms and wrists, fractured pelvises, severe lacerations and, on hard-surfaced floors, even concussions.

Injuries associated with deteriorating chairs may require corrective surgeries, subsequent hospitalization and significant recovery times. They are extremely expensive to both the injured and the Post: medical expenses alone can easily top tens of thousands of dollars. The inconvenience to family and friends is high, as well as the cost of lost income. Most importantly, though, is the impact an accident like this could have on the health of an incapacitated member or guest.

The VFW Post Insurance Program urges member Posts to perform a thorough and in-depth safety review of all their chairs – whether they are of folding or standard design.



Questions to ask when determining if a chair should be retired:

- When was the chair purchased? If it's over 10 years old, you may want to retire it, since collapses are more likely on older chairs.
- Has it been recalled by the manufacturer? Numerous types of folding chairs are recalled each year, sometimes decades after production. The U.S. Consumer Product Safety Commission (<http://www.cpsc.gov>) keeps track of product recalls.
- Are the legs firmly attached with all hardware in good working order?
- Are there any rust spots, jagged pieces or breaks in the metal that could cut, jab or otherwise injure a member?
- If the chair is wooden, does the chair show any signs of dry rot, molding or instability? Any significant damage to a chair represents a hazard to those who use it.
- Do the chair legs firmly and securely contact the floor or are they uneven and "wobbly"? If you sit in the chair, does it move back and forth or remain stationary? If there is significant movement, the chair should be retired.
- Has the chair been repaired multiple times in the past? Chairs that have been "mended" by applying duct tape to legs or a chair held together through other juryrigged methods should be thrown out.
- Do you feel safe in the chair? Would you feel comfortable placing your child or grandchild on the chair? If you answer "no", it would be a good idea to retire the chair. After all, if you don't feel safe, would anyone else?!

If your Post is like many others in the country, you have a large supply of chairs and tables that have been stockpiled at your building for years...even decades! Take this opportunity to review the condition of your chairs and tables, to ensure the safety of members and guests.

If you would like additional information about protecting your Post call the VFW Post Insurance Program at (800) 829-8390.



Directors & Officers / EPLI coverage

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struggling to keep up with expenses, so he decides that to help them get back on their feet, he's going to invest the balance of their savings account into a big company. One month later the company John invested in goes into bankruptcy. Subsequently, the Post loses all their savings that John invested. When John has to explain to the membership what happened to the Post's money, several members decide to sue John. After all, it was his poor decision to invest their money in the first place. If the Post had a Directors and Officer's liability policy, the policy would pay to defend John and would reimburse him for any amounts he is found legally obligated to pay.

Leaders make daily decisions that impact the success of their posts and are expected to accept the same guidelines and duties that the heads of major corporations follow: the duties of diligence, loyalty and care. When members or other Post employees question the decisions of a leader, especially ones that forced a financial burden on the post, costly claims could ensue. D&O Liability Insurance protects both the post and post leadership from the cost of these claims.

The best way to protect your Post is to keep your insurance portfolio up-to-date. Call the VFW Post Insurance Program today at 800-829-8390 to review your current policy and learn more about D&O or EPLI coverage.

are available to your family members, too!

Get the information you need about auto insurance, health and life insurance, cancer coverage, insurance for your grandchildren, Medicare Supplement and prescription coverage, and *much more*.

Need a copy of your \$1,000 No-Cost Personal Accident Insurance coverage certificate?

Need to change your beneficiary for this coverage?

Both can be done here! Simply click on the \$1,000 Personal Accident Insurance button and you'll be able to download and print a copy of your certificate. You can also download the beneficiary change form to complete and mail to the insurance company.

We hope you enjoy the convenience of your new website!

Meet Gordon Thorpe



Gordon has been part of the Client Solutions team for 2 years, and in the insurance field for 12. He was recently honored with a coveted Lockton Affinity Shining Star award for his exemplary service and willingness to rise above the call of duty when servicing his customers.

What do you enjoy most about working with your customers?
Helping our clients find a solution to their insurance needs gives me the most enjoyment. I believe helping others is the most gratifying thing in life.

How long have you been in the insurance industry?
12 years

What are your hobbies and interests?
I am a singer in a local band and I love playing fantasy football

What is your educational or professional background?
I graduated from Kansas City Business College. I also hold a Property and Casualty Insurance Agent License.

What is your proudest accomplishment?
I would say graduating from college with a 4.0 grade average. I was the only student who accomplished that in my class.