



Sexual Harassment & Misconduct / Pay Equity Questions

1. Has the applicant entered into any confidential settlement agreements relating to complaints or allegations of sexual harassment and/or misconduct within the last three years? Yes No

If yes, please provide more details.

2. Does the applicant utilize arbitration agreements for all employees? Yes No
3. Does the applicant make inquiries into a candidate's prior salary when considering that candidate for employment? Yes No
4. (i) Has the applicant performed any type of internal or external pay equity study, analysis or audit within the past two years? Yes No
- (ii) If so, have all recommendations and/or findings been implemented or has a plan been put in place to implement? Yes No
5. Has the applicant specifically reviewed all pay and compensation-related procedures and policies (including, but not limited to, job descriptions, review and evaluation policies and protocols, and employee handbooks) for compliance with pay equity laws in the past two years? Yes No

If "No" has been selected for 4 or 5 above, please comment on how the applicant ensures compliance with all relevant federal, state or local laws governing equity in pay including, but not limited to, the Equal Pay Act and Title VII of the Civil Rights Act.

Biometric Information Privacy Questions

Does the Applicant, including all Subsidiaries, use any technology to collect, store and/or disclose biometric identifiers of your employees, including all temporary employees, leased employees, seasonal employees and/or independent contractors? (Biometric identifiers include any physical, physiological, biological or behavioral characteristic of an individual, including, but not limited to, eye (retina or iris) scan, fingerprint, voiceprint, DNA, finger scan, hand scan, face geometry or anything else that could be perceived as a biometric identifier.) Yes No

If No, please do not answer any further questions. Simply sign and date the questionnaire.

If Yes, please answer the following:

1. Do you obtain each employee's written consent in connection with the collection, storage, use and disclosure of biometric information prior to the collection of biometric identifiers? Yes No
2. Does the written consent specify the purpose and length of term for which biometric information is being collected, stored and used? Yes No



- 3. Does the written consent include a release that explains to the employee that the release is a condition of employment? Yes No

- 4. Do you have a written policy available to the public addressing the storage, collection and retention of the biometric information? Yes No

THE APPLICANT WARRANTS TO THE BEST OF ITS KNOWLEDGE AND BELIEF THAT THE STATEMENTS SET FORTH HEREIN ARE TRUE. THE APPLICANT FURTHER WARRANTS THAT IF THE INFORMATION SUPPLIED ON THIS QUESTIONNAIRE CHANGES BETWEEN THE DATE OF THIS QUESTIONNAIRE AND THE INCEPTION DATE OF THE POLICY PERIOD, IT WILL IMMEDIATELY NOTIFY US OF SUCH CHANGE. SIGNING OF THIS QUESTIONNAIRE DOES NOT BIND THE COMPANY TO OFFER NOR THE APPLICANT TO ACCEPT INSURANCE, BUT IT IS AGREED THAT THIS QUESTIONNAIRE SHALL BE THE BASIS OF THE INSURANCE AND WILL BE ATTACHED AND MADE PART OF THE POLICY SHOULD A POLICY BE ISSUED. IF AN EXCESS POLICY IS ISSUED THE QUESTIONNAIRE WILL BECOME A PART OF THE EXCESS POLICY.

Date	Applicant's authorized signature of a principal, partner or officer	Title
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Date	Applicant's authorized signature of the individual in charge of the human resources or personnel department	Title
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Any person who, with intent to defraud or knowing that he is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud.
