

9. Has the Company or its Subsidiaries adopted, abandoned or changed within the last 12 months, or is the Company or its Subsidiaries considering adopting, abandoning or changing within the next 12 months, any of its policies and procedures addressing the following areas:
- (a) Compliance with the Americans with Disabilities Act; Yes No
 - (b) Compliance with Title VII of the Civil Rights Act of 1964 and the 1991 Civil Rights Act; Yes No
 - (c) Compliance with the Family Medical Leave Act; Yes No
 - (d) Prohibited discriminatory practices in hiring, promotion, and compensation; Yes No
 - (e) Employee performance evaluations; Yes No
 - (f) Employee disciplinary actions and discharge; Yes No
 - (g) Sexual harassment and the work environment; Yes No
 - (h) Employee grievance reporting and resolution processes. Yes No

If “Yes” to any of the above, provide details of each such adoption, abandonment or change in an attachment to this Proposal Form.

10. Have there been during the last three years, or are there now pending, any employment related civil, criminal, administrative or arbitration proceedings (including any proceeding initiated before the Equal Employment Opportunity Commission or similar state agency) brought against:
- (a) the Company or its Subsidiaries? Yes No
 - (b) any person proposed for this insurance in their capacity as either Director, Officer, or employee of the Company or its Subsidiaries? Yes No

If “Yes” to either of the above, in an attachment to this Proposal Form, provide details including the nature of the allegations, the date the proceeding was initiated, the current status, and loss (including defense costs) incurred.

11. Have there been during the last three years, or are there now pending, criminal, administrative or arbitration proceedings by any customer, client or other third party against the Company, its subsidiaries or any person proposed for this insurance alleging discrimination, harassment or violations of civil rights based upon discrimination or harassment?

If “Yes”, provide details in an attachment to this Proposal Form. Yes No

IT IS AGREED THAT ANY CLAIM ARISING FROM ANY PRIOR OR PENDING PROCEEDING DESCRIBED IN 10. OR 11. ABOVE IS EXCLUDED FROM THE PROPOSED COVERAGE.

NOTICE: Any person who knowingly, and with intent to injure, defraud or deceive any Insurer, makes any Claim for the proceeds of an insurance policy containing any false, incomplete or misleading information is guilty of a felony.

The undersigned Officer of the Company declares that to the best of his or her knowledge the statements set forth herein are true and correct and that reasonable efforts have been made to obtain sufficient information to facilitate the proper and accurate completion of this Proposal Form. The undersigned further agrees that if any significant adverse change in the condition of the applicant is discovered between the date of this Proposal Form and the effective date of the Policy, which would render this Proposal Form inaccurate or incomplete, notice of such change will be reported in writing to the Insurer immediately. The signing of this Proposal Form does not bind the undersigned to purchase the insurance.

It is agreed by the Company and the Insured Persons that the particulars and statements contained in this Proposal Form and any information provided herewith (which shall be on file with the Insurer and be deemed attached hereto as if physically attached hereto) are the basis of this Policy and are to be considered as incorporated in and constituting a part of this Policy. It is further understood and agreed by the Company and the Insured Persons that the statements in this Proposal Form or any information provided herewith are their representations, they are material, and this Policy is issued in reliance upon the truth of such representations; provided, however, that except for material facts or circumstances known to the person who signed this Proposal Form, any misstatement or omission in this Proposal Form or information provided herewith in respect of a specific Wrongful Act by a particular Insured Person or his or her cognizance of any matter which he or she has reason to believe might afford grounds for a future Claim against him or her shall not be imputed to any other Insured for purposes of determining the validity of this Policy as to such other Insured.

This Proposal Form must be signed by the Chairman of the Board, President, Chief Executive Officer, Chief Operating Officer, or Chief Financial Officer of the Company.

Signature	Title	Date
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Please include a copy of the Company's employment applications, Human Resources Manual, Employee Handbook, or, if these do not exist, a copy of the Company's documentation on human resources policies and practices, the most recent EEO-1 report, and the most recent annual report for the Company. These materials will be considered part of the Proposal Form.

NOTE: This Proposal Form including any material submitted herewith shall be treated in strictest confidence.

Please submit this Proposal Form including appropriate documentation to:
Great American Insurance Companies, Executive Liability Division, P.O. Box 66943, Chicago, IL 60666