

ADVISEN'S WAGE AND HOUR DATASET

Violations of wage and hour laws are one of the largest employment practice risks that employers face. The rapid evolution of this exposure makes underwriting and pricing this risk a complex challenge for insurers. Advisen's wage and hour database was developed to help address this need. This is a proprietary relational database containing information about lawsuits and regulatory actions relating to wage and hour when employers failed to pay overtime to nonexempt employees, while the definition of "nonexempt" continues to expand.

The law requires employers to pay employees for all time worked, which includes any activity that is part of the job or is necessary to perform part of the job before they clock in and after they clock out.

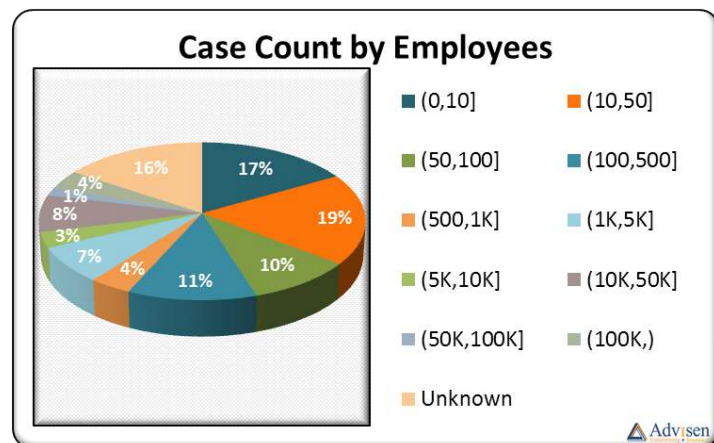
- Travel time between jobs, time spent waiting between jobs, and work performed at home
- Booting up computers, logging into computer applications, logging into telephone systems, and reviewing emails and voicemails
- Donning and doffing unique protective gear and walking between the locker room and the production floor at the start and end of each shift
- Time spent working during a meal or rest break

The Advisen Wage and Hour database includes more than 22,000 losses with over \$13 billion of financial losses. The wage and hour dataset is a subset of Advisen's Employment database, and it can assist in product development and pricing.

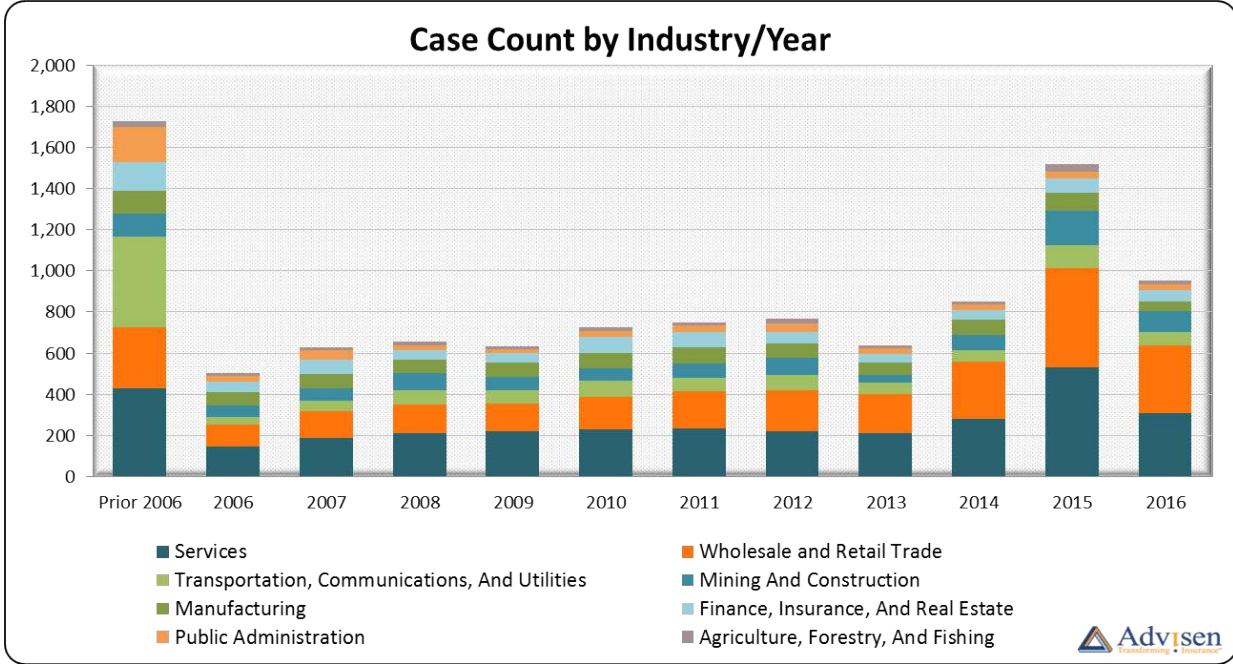
DATA FEEDS DELIVERY

Advisen's wage and hour data feed contains model-ready data, married to current and historic company data. The intersection of loss and company data supports the building of sophisticated proprietary algorithms using multiple parameters, such as:

- Number of Employees
- Company Revenues
- Industry Code
- Filing Date
- Settlement Date
- Loss Start and End Dates
- Case Status
- Company Type
- Jurisdiction
- Geography



Advisen's wage and hour dataset is growing rapidly and client data feeds are refreshed on a monthly or quarterly basis and are delivered in .csv or Access.



WAGE AND HOUR DATA FEATURES

Advisen has developed a comprehensive taxonomy for Employment cases including wage and hour, facilitating actuarial modeling and pattern or trend analysis for insurance brokers, carriers, and reinsurers.

A portion of Advisen’s wage and hour data has been linked by interrelated root causes and been identified as related cases, allowing the user to model the aggregation of the potential risk across the portfolio.

Advisen leverages both Standard Industrial Classification (SIC) code system and North American Industry Classification System (NAICS). The latter provides a greater level of detail about a firm’s activity and more accurately assigns the industries.

Advisen also provides the denominator information, Stat-Master, to support further loss analysis. Stat-Master is a data mart of time series business information and consists of a Company Attribute and Census File.

About Advisen Ltd.

Advisen is the leading provider of data, media, and technology solutions for the commercial property and casualty insurance market. Advisen’s proprietary data sets and applications focus on large, specialty risks. Through Web Connectivity Ltd., Advisen provides messaging services, business consulting, and technical solutions to streamline and automate insurance transactions. Advisen connects a community of more than 200,000 professionals through daily newsletters, conferences, and webinars. The company was founded in 2000 and is headquartered in New York City, with offices in the US and the UK.