

EMPLOYMENT PRACTICES LIABILITY

IMPORTANT STATISTICS

Dealing in Discrimination

The U.S. Equal Employment Opportunity Commission released the number of discrimination charges, by type of discrimination that it received in FY 2009. Due to the recession and increasing unemployment rates, in 2009 **discrimination claims increased 14%** and currently has reached its highest in recorded history.

Race Discrimination

33,579 charges filed
\$82.4 million recovered

Gender-Based Discrimination

28,028 charges filed
\$121.5 million recovered

Retaliation

33,613 charges filed
\$114.3 million recovered

Age Discrimination

22,778 charges filed
\$82.8 million recovered

Disability Discrimination

21,451 charges filed
\$67.8 million recovered

National Origin Discrimination

11,134 charges filed
\$25.7 million recovered

Sexual Harassment

12,696 charges filed
\$51.5 million recovered

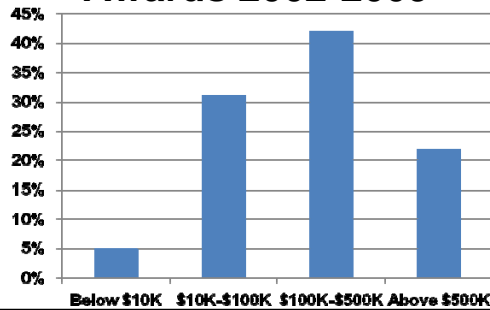
Pregnancy-Based Discrimination

6,196 charges filed
\$16.8 million recovered

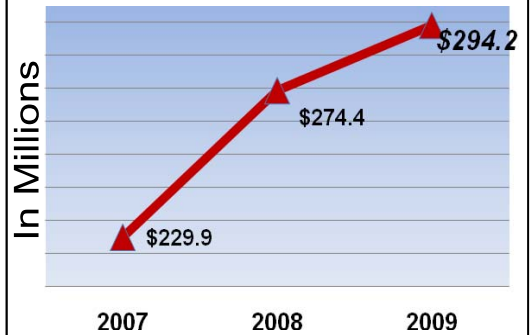
Religious Discrimination

3,386 charges filed
\$7.6 million recovered

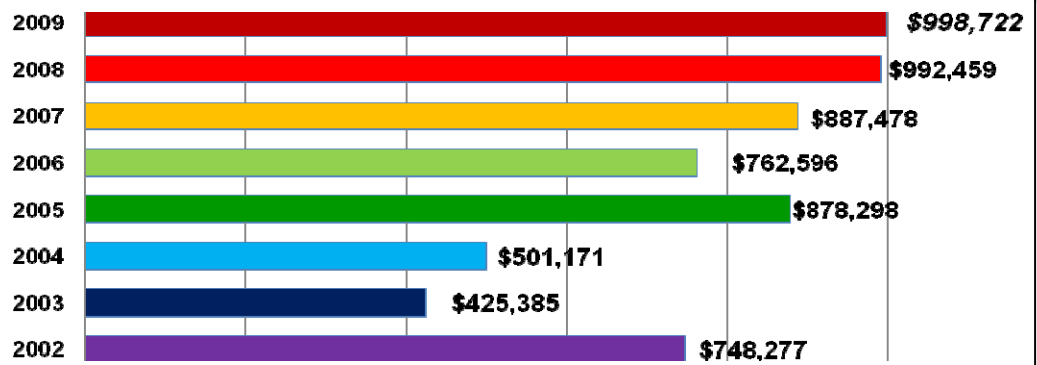
Distribution of Awards 2002-2009



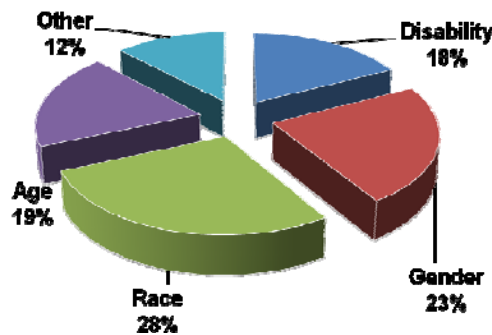
Total Monetary Benefits



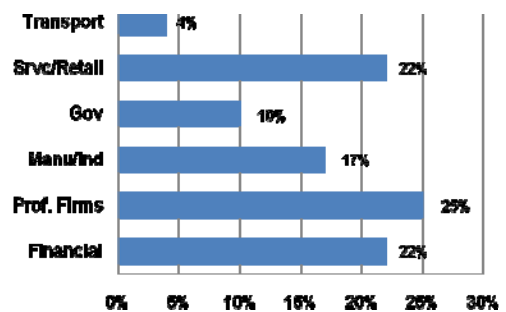
Award Trends 2002-2009



2009 Commonly Claimed Types of Discrimination



Defendant Breakdown by Industry 2009



Snapshot of Selected Discrimination Charge Filings with EEOC

Basis of Filing	2009	2008	% Increase/Historical Comparison
RACE	33,579	33,937	Up 4% in Monetary Benefits, Highest Record
RETALIATION	33,613	32,690	Up 3% to Record High, Doubled since 1997
GENDER	28,028	28,372	Up 8.6% in Monetary Benefits, 2nd Highest
DISABILITY	21,451	19,453	Up 10.3% 2nd Highest Recorded Increase
NATL ORIGIN	11,134	10,601	Up 5% to Record High, Doubled since 1996
Total Claims	93,277	95,402	Up \$20 Million in Total Monetary Benefits

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SOURCES: U.S. EEOC & JURY VERDICT RESEARCH INSTITUTE