

IMPORTANT EMPLOYMENT PRACTICES 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 2008, along with the monetary benefits recovered for charging parties and other aggrieved individuals during the term (which does not include monetary benefits obtained through litigation).

Race Discrimination
33,937 charges filed
\$79.3 million recovered

Sex-Based Discrimination
28,372 charges filed
\$109.3 million recovered

Age Discrimination
24,582 charges filed
\$82.8 million recovered

Sexual Harassment
13,867 charges filed
\$47.4 million recovered

National Origin Discrimination
10,601 charges filed
\$25.4 million recovered

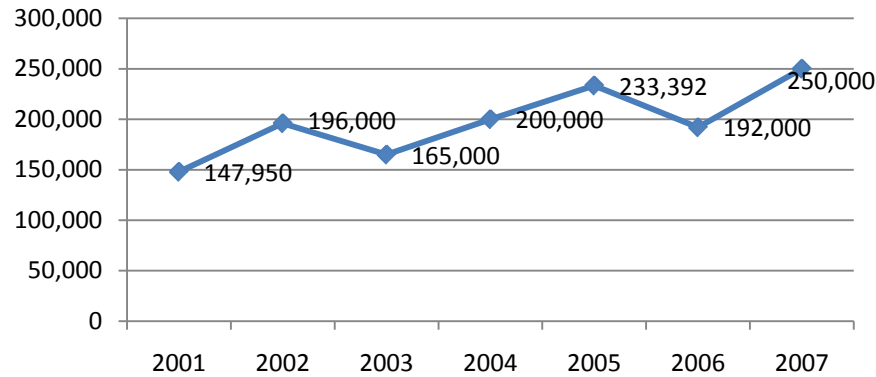
Pregnancy-Based Discrimination
6,285 charges filed
\$12.2 million recovered

Religious Discrimination
3,273 charges filed
\$7.5 million recovered

Compensation Discrimination
954 charges
\$9.6 million recovered

Source: U.S. EEOC

Compensatory Award Medians by Year

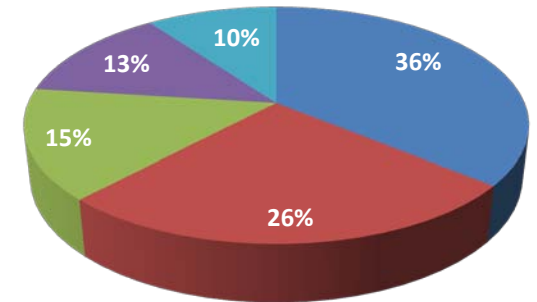


Distribution of Awards (2001-2007)

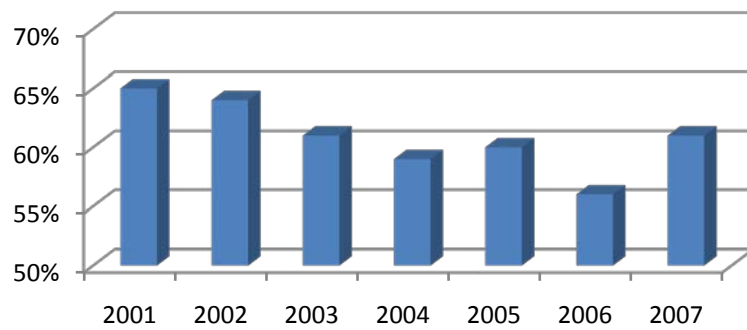
Award Range	Percentage
To - \$4,999	3%
5,000 - 9,999	3%
10,000 - 24,999	7%
25,000 - 49,999	9%
50,000 - 74,999	7%
75,000 - 99,999	6%
100,000 - 249,999	21%
250,000 - 499,999	18%
500,000 - 749,999	8%
750,000 - 999,999	5%
1,000,000 - 1,999,999	8%
2,000,000 - 4,999,999	4%
5,000,000 +	2%

Commonly Claimed Types of Discrimination (2001-2007)

■ Sex ■ Race ■ Disability ■ Age ■ Discrimination/other

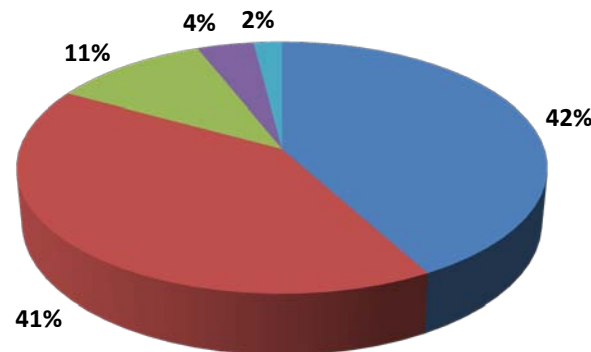


Plaintiff Recovery Probability for Employment Practice Liability (2001-2007)

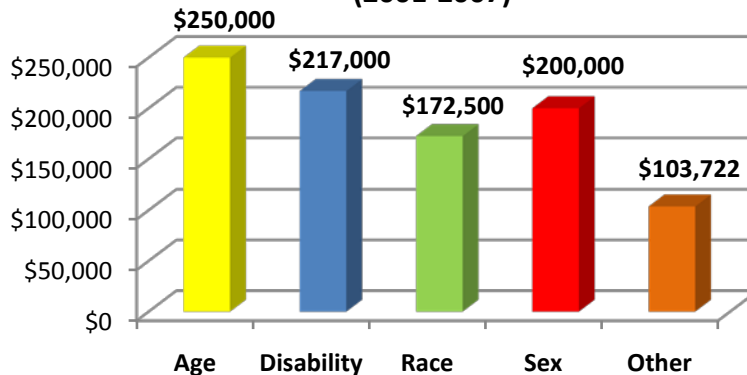


Industry breakdown of defendant types based on plaintiff and defense verdicts rendered from 2001-2007

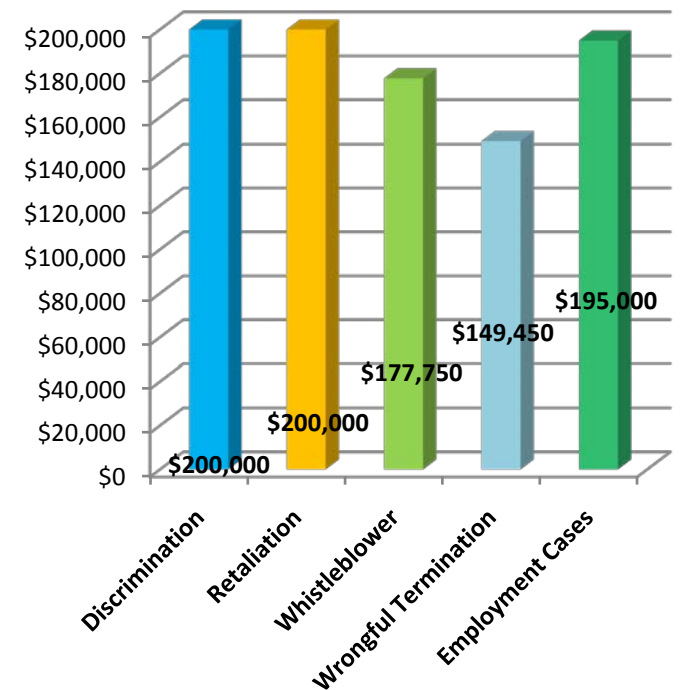
■ Gov. Entities
■ Service/Retail Cos.
■ Manufact. Industrial Cos.
■ Transportation Companies
■ Other



Discrimination, Median Awards (2001-2007)



Employment Practice Liability Award Median (2001-2007)



Source: Jury Verdict Research Employment Database