

# OLD REPUBLIC INSURANCE COMPANY

## AMEND DEFINITION OF BENEFITS AND CLAIMS ENDORSEMENT

This endorsement modifies insurance provided under the following:

NON-PROFIT ORGANIZATION AND MANAGEMENT LIABILITY INSURANCE POLICY - (DUTY TO DEFEND)

It is understood and agreed:

1. The definition of **Benefits** in **SECTION II, DEFINITIONS, B.** of the Policy is deleted and replaced with the following:
  - B. "**Benefits**" means any compensation earned during a term of employment; severance amounts paid, offered to be paid or owed in connection with an employee's employment termination or pursuant to a severance obligation; perquisites; fringe benefits; deferred compensation; amounts (including insurance premiums) paid or owed in connection with an employee benefit plan; and any other amounts paid or owed to or for the benefit of an employee arising out of the employment relationship; provided that **Benefits** does not include front pay or back pay.
2. The definition of **Claim** in **SECTION II, DEFINITIONS, C.** of the Policy includes without limitation any **Employment Claim, Third Party Discrimination Claim or Defamation Claim** otherwise described in such definition.

**ALL OTHER TERMS AND CONDITIONS OF THIS POLICY REMAIN UNCHANGED.**

This endorsement is a part of the Policy and takes effect at the inception of the Policy, unless another effective date is shown below.

Endorsement No.	Policy No.	Issued To	Effective Date Of This Endorsement