



## A note to our valued clients

This year, our agency embarked on an exciting transformative journey. In July, Bozzuto and Associates Insurance Services was re-branded to Acrisure West. While our name may have changed, the staff you have always worked with and placed your trust in remains!

We are immensely proud to have our very own Jennifer Anderson serve as the Managing Partner of the Acrisure West Region alongside Dan Michelini.

We are honored to be part of a company leading the way in insurance and technology. Being part of Acrisure West has opened new doors and broadened our horizons, providing expanded service options that empower us to better serve our client's needs.

Our agency joined forces with seven other agencies in the West Region, opening numerous opportunities for collaboration across diverse disciplines.

As we begin our first full year as Acrisure

West, we are eager to discover what lies ahead in 2024. Our commitment to providing you with unparalleled support, innovative strategies, and top-notch services remains steadfast.

We are dedicated to going above and beyond to meet and exceed your expectations, ensuring a successful and prosperous year for us both.

**Happy Holidays and New Year from Acrisure!**

## Don't Get Sued Over Your Firm's Holiday Party

**H**OLIDAY PARTIES have made a comeback despite, or maybe because of, more people working remotely. Many managers want to bring their teams together under one roof as it's become apparent that connecting face-to-face is vital to a vibrant and cohesive work atmosphere.

But if you are planning on throwing a company holiday party, there are a number of considerations for you to keep everyone safe and avoid issues that can result in legal liability.

### Alcohol can bring trouble

The biggest risks you face arise if you throw a party that serves alcohol. A 2018 survey found that one in three office workers had done something at an office holiday party that they regret, and two in five said they'd seen events at parties evolve into office drama, altercations or scandals.

The best advice is not to serve alcohol at your event. That will greatly reduce the chances of problems like the following:

**Bad behavior and conflict** – If hostilities erupt, it puts you the employer in danger of being sued by one of the parties and others may be drawn into the fracas.

**Hook-ups between staff** – These are a common occurrence and can lead to a long-term romance or awkward times at work. Worse, alcohol-fueled aggressive come-ons can spill over into outright sexual harassment – another legal peril.

See 'Keep' on page 2

**ACRISURE**

*Wishes You Happy Holidays*

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## Keep Hot Food Warm and Covered

**Holiday advice:** If it's an office event, the rules of conduct in the office extend to the party and you should not tolerate those who exceed the boundaries of proper behavior. This should be made clear in party announcements and reinforced through memos.

**Drunk driving** – If someone has been drinking at your holiday party and injures themselves or others on the drive home, you may be held liable, particularly if you had an open bar and didn't set limits on how many drinks an employee can be served.

### IF SERVING BOOZE...

- Limit consumption to two drinks. Drink tickets are a good way to go.
- Serve drinks with lower alcohol content (beer/wine – not shots).
- Offer a signature company "mocktail," and provide water and non-alcoholic beverages.
- Stop serving at least an hour before the shindig ends.
- Provide plenty of food to snack on, particularly high-carbohydrate and high-protein foods.
- Hold the event at a hotel and offer free rooms to those who want to stay the night.
- Offer free Uber rides to your staff so they can get home safely.
- Ask your managers to lead by example.

### Food safety

The other big issue is food safety. It's not uncommon for food from a catering service to sicken partygoers.

At an office party, foodborne illness can occur when people eat certain items that were either undercooked or left out at room temperature for too long.

Eggs, raw egg products (e.g., eggnog), meat, seafood, and even fruits and vegetables (if not properly washed) are some of the most common offenders. Add to that the possibility of poor hygienic practices by the caterer's staff.

### HOLIDAY FOOD SAFETY ADVICE

- Observe the two-hour rule: don't let foods sit at room temperature for more than two hours. For refrigerated items like deviled eggs, consider putting a few out at a time and replenishing when needed.
- Place hot foods in crockpots, chaffing dishes, or on warming plates to maintain a safe temperature.
- Cover food containers in the buffet line when not in use.
- Use large spoons, forks, wax paper, tongs and other serving tools to avoid touching food by hand.
- If you suspect anything has been out too long, toss it.



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# Detecting Breaches Early Reduces Claims: Report

**M**ANY BUSINESSES devote their cyber security dollars to technologies designed to prevent attacks, such as firewalls, virtual private networks and anti-malware applications.

But, an October 2023 report indicates that they might do better to focus both on prevention and detection. Enhanced emphasis on detection could make cyber attacks less severe, resulting in smaller cyber insurance claims and possibly lower future premiums.

The report from Allianz Commercial found that a tiny fraction of all cyber attacks — 2% — account for the overall amount of cyber insurance losses. Organizations quickly contain 90% or more of other attacks. The dollar loss from most of them is less than the policy deductible; many of these losses are never reported to the insurance carrier.

Cyber attacks are either detected and contained quickly with small dollar losses, or they become full-blown expensive crises. Few fall between these extremes. Detecting an attack in its early stages is the important factor in limiting the damage it causes.

Prevention is not foolproof. If hackers encrypt or steal a company's data, the costs of recovery and downtime skyrocket.

The report's authors found that attacks not caught in the early stages can be more than 1,000 times more expensive than those nipped in the bud. An attack that would cost \$10,000 if caught early can end up costing \$10 million or more otherwise.

Despite that, the report found that two-thirds of cyber security budgets are spent on prevention. Early detection systems are plentiful, effective and constantly improving, but they get a smaller share of organizations' spending. As a result, only one-third of organizations detect security incidents through their own information technology staff.

## WHAT YOU CAN DO

To improve early detection, you may want to consider these steps:

- Regularly assess your business's cyber security risks. Identify potential threats, evaluate how serious they are, and prioritize them to determine which to address first. Perform assessments annually or as the organization's operations and technology change. For example, if your business offers new product lines, a new assessment should be done.
- Devote more resources — equipment, software and personnel — to incident detection.
- Implement policies and procedures for storing data, routinely encrypting sensitive stored information, and securely deleting it when no longer needed.
- Adopt a written incident response plan designed to enable early detection and mitigation of cyber incidents. It should describe the tasks each person involved in the response will perform.
- If your organization is too small to have a dedicated cyber security staff, work with a qualified IT security firm to respond to attacks.

## The takeaway

Cyber insurance should be part of every organization's risk management program. Many insurers, in addition to paying recovery costs and business interruption losses, offer forensic specialists to determine how an attack occurred. Ask us about a cyber insurance policy appropriate for your operations.

Even the best defensive line will occasionally give up a big play. Early detection of cyber attacks will help your organization minimize the resulting damage. ❖





# Security Blanket<sup>SM</sup>

## 360° Protection Against Cyber Threats

Fusing best-of-breed cyber risk mitigation technology with Acrisure's leading cyber liability coverage to help you minimize risk and achieve true Cyber Resilience.

 **EVERY 14 SECONDS**

A ransomware attack occurs somewhere in the world.



Financial loss and cybersecurity insurance claims are at an all-time high.



Cyber criminals are becoming more and more sophisticated.

**30K**  
WEBSITES  
ARE HACKED  
EVERY DAY

### MULTI-FACTOR AUTHENTICATION IMPLEMENTATION

- Risk-based Authentication
- Next generation ID Access Management
- Cyber Insurance Compliance

### NEXT-GEN EMAIL SECURITY

- Anti-Phishing via AI and Behavioral Analytics
- Prevents Business Email Compromise
- Eliminates human error resulting in Wire Fraud

### ENDPOINT DETECTION & RESPONSE

- 24/7 monitoring via SOC-as-a-Service
- Ransomware Protection Guarantee
- Prevents Business Disruption and Financial Loss

## ACRISURE CYBER SERVICES

### VULNERABILITY MANAGEMENT & SIEM

- Complete Vulnerability Detection and Threat Hunting
- Single-Pane-of-Glass for our cyber experts to monitor
- Eliminates the noise of constant false positive alerts

### SECURE DATA BACKUP & DISASTER RECOVERY

- Discover, Manage & Protect your critical data
- Airgap approach ensures backups are readily available
- Quickly resume business operations

### SECURITY AWARENESS TRAINING

- Ensures engagement via phishing simulations / games
- Employees learn how to avoid cyber scams
- Enhances overall Cybersecurity posture

To learn more, please contact us at:  
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