

Understanding Vendor Insurance Requirements August 2023

Understanding Vendor Insurance Requirements

Introduction - Why Bother?

Let's face it, dealing with indemnity and insurance requirements can be tedious. No one likes to haggle about the terms of a contract or worry about whether a contractor has provided the correct insurance. Requesting, obtaining, and verifying insurance for contracted goods and services takes time, can be aggravating, and most often doesn't seem to make any difference, since most contracts are completed without incident. However, when an incident occurs, all those efforts become worth it. Public entities and businesses have saved millions of dollars by successfully tendering claims or suits.

Remember, it is never a good thing to be the one responsible for costing your agency the significant expense of a large claim that could have been tendered to your contractor and paid by its insurance company. So, while it may be tempting to ignore the indemnity and insurance requirements in your contracts and accept whatever the contractor sends you as proof of insurance, consider it a required measure of due diligence that could result in significant savings for the County.

Definitions

General Liability Insurance: Covers claims of bodily injury and property damage.

Product Liability Insurance: is needed to protect against claims of personal injury or property damage caused by a product that the vendor has sold. This can include pharmaceutical drugs and medical devices. (Products Liability would be part of their General Liability policy).

Professional Liability Insurance: Covers claims of negligence or errors made by the Professional. These include licensed health care providers, surveyors, attorneys, architects, engineers, IT designers and more.

Workers' Compensation: Covers employees who get injured or ill from work related incidents. Employers are required by law to have workers' compensation insurance if they have one or more employees.

Sole Proprietors: Sole Proprietors are not required to carry workers' compensation; however, they will need to sign the Sole Proprietorship form that will be provided. (Sample page 1). Please note, if a sole proprietor does hire employees later to complete a job, they will need to purchase workers' compensation insurance.

Cyber Liability Insurance: Covers both first- and third-party financial losses resulting from data breaches and other cybercrimes. Cyber insurance is required for software, computer hardware installation, data access, data integrations, data usage, cloud storage, and technology related contracts.

Commercial Automobile Liability Insurance: Covers the cost of bills and expenses if an owned vehicle is involved in an accident. It should be requested when the vendor is using their vehicle in tasks related to the operator's occupation or business. (Examples would be Amazon, Staples, Landscapers, etc.).

Garage Liability Insurance: Covers a variety of liabilities faced by garage owners. This is required with auto repair shops and towing operators.

Garage Keepers: insurance involves coverage while in the care, custody and control of a business and covers any damage or theft that may occur during that time.

Certificate of Insurance: is a document that provides evidence of coverage(s) and limits for the insured party. The County of Ventura (and any special districts if applicable) must be listed as a certificate holder. (Sample page 2 for a blank copy and Sample page 3 for a guide of each box on the certificate.)

Additional Insured Endorsements: An endorsement is an addendum to an insurance policy that broadens or restricts coverage provided by the policy. An additional insured endorsement extends coverage to a party specified by the policyholder in the event of a claim or negligent acts. (Sample page 4 is a "specific" additional insured endorsement and sample page 5 is a "generic" additional insured endorsement, where it's per contract or agreement). Please note there are several variations of Additional Insured Endorsements.

All contracts that require General Liability Insurance should also include an Additional Insured Endorsement. This provides coverage to the county under the contractor/vendors insurance policy. (Example: Should the county receive a claim due the vendors negligence, the county could tender that claim to the vendors insurance carrier since we are listed as an additional insured on their policy). It is important to note, simply being listed as a certificate holder does not confer any rights to the County. The certificate itself states so.

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CERTIFICATE OF LIABILITY INSURANCE

DATE (MINDO-YYYY)

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

The County of Ventura and any Special Districts needs to be listed as an "Additional Insured" and receive the actual Additional Insured Endorsement.

Waiver of Subrogation: A Waiver of Subrogation waives their right to recover against us on a Workers Compensation claim. A waiver of subrogation endorsement, also known as "Waiver of Our Right to Recover from Others Endorsement" is provided by the vendor's insurance company and added to their policy. This is only required with Workers' Compensation. (Sample page 6 is a "specific" waiver of subrogation and sample page 7 is a "generic" waiver of subrogation.)

Insurance Waivers: Insurance requirements can be waived. The decision to waive insurance is a decision made by the Agency with approval from the Agency Director. All waivers require the proper completion of the Request to Waive or Alter Insurance Requirements form (sample page 8.) It is important to remember that insurance is a critical risk management tool, and waiving insurance requirements can expose both parties to potential financial risk. Any decision to waive insurance requirements should be carefully considered. Maintaining appropriate insurance coverage is the best course of action.

County of Ventura Vendor Insurance Guidelines

Evaluating the levels of risk involved in providing specific services or products and determining the necessary levels of insurance coverage can be done by reviewing the **County of Ventura Vendor Insurance Guidelines** on page 9.

Most (about 90%) exposures will fall within the Standard Risk Exposure column. No matter what exposure the risk falls within, the same insurance requirements of the certificate of insurance, additional insured endorsement and waiver of subrogation applies.

General Liability and Workers' compensation are standard to request, however other coverages such as commercial auto, professional liability, cyber liability could apply.

When collecting the proper insurance documents, you will *never* have only one page. You should have at least three pages. The certificate of insurance, additional insured endorsement, and waiver of subrogation. If they do not have workers' compensation, they still will need to provide you with a Sole Proprietorship letter which would take the place of the waiver of subrogation, again giving you 3.

Risk Management has put together a **checklist** on page 10 to help make sure that all required information is collected.

Workers' Compensation Certification of Sole Proprietorship

l, understan	d that the County requires its
vendors/contractors to carry workers' compensation cov	verage as requested by the
California Labor Code. I certify that I am the/an owner o	f this company or am a sole
proprietor, and I have no employees.	
Signature	Date



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

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IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s). CONTACT NAME: PHONE (A/C, No, Ext): E-MAIL ADDRESS: (A/C, No): NAIC # INSURER(S) AFFORDING COVERAGE INSURER A : INSURED INSURER B INSURER C: INSURER D : INSURER E INSURER F REVISION NUMBER: CERTIFICATE NUMBER: COVERAGES THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES, LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. POLICY EFF POLICY EXP ADDL SUBR LIMITS TYPE OF INSURANCE POLICY NUMBER INSD WVD COMMERCIAL GENERAL LIABILITY EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) \$ OCCUR CLAIMS-MADE MED EXP (Any one person) PERSONAL & ADV INJURY S GENERAL AGGREGATE CENTL AGGREGATE LIMIT APPLIES PER PRO-JECT PRODUCTS - COMP/OP AGG OTHER COMBINED SINGLE LIMIT (Ea accident) AUTOMOBILE LIABILITY BODILY INJURY (Per person) ANY AUTO ALL OWNED AUTOS SCHEDULED BODILY INJURY (Per accident) S NON-OWNED AUTOS PROPERTY DAMAGE (Per accident) HIRED AUTOS S S EACH OCCURRENCE UMBRELLA LIAB OCCUR AGGREGATE **EXCESS LIAB** CLAIMS-MADE DED RETENTION \$ WORKERS COMPENSATION STATUTE AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE \$ (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below E.L. DISEASE - POLICY LIMIT | \$ DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required) CANCELLATION CERTIFICATE HOLDER SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE

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Certificate of Liability Insurance (Annotated Form)

This notice confirms the provisions of the Cal-CERTIFICATE OF LIABILITY INSURANCE ifornia Insurance Code, IS ASSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS §384. Other states have E NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES THECATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURERS), AUTHORIZED similar provisions. It states that the policy, not OR PRODUCER, AND THE CERTIFICATE HOLDER. certificate holder is an ADDITIONAL INSURED, the policy(lee) must be endorsed. If SUBROGATION IS WAIVED, subject to the certificate governs tions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the coverage. lau of such endorsament(s). This block identifies the Agent or Broker. 3 MEMBER The insurer will be identified here. The insured is your entity's The insurer letter appears again near INSURER D: contractor or lessee. INSURER E : the left margin at "3" to show which 4 insurer provides which coverage. CERTIFICATE NUMBER: THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, FERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES, LIMITS SHO 5 TYPE OF INSURANCE This notice again states that the policy FERCIAL GENERAL LIABILITY supersedes the certificate form. *3 6 CLAIMS-MADE OCCUR PERSONAL & ADV INJURY These sections show GENT AGGREGATE LIMIT APPLIES PER GENERAL AGGREGATE the type of coverage POLICY PRO LOC PRODUCTS - COMPIOP AGG OTHER provided through the agent or broker \$ identified in "1" These two columns JURY (Per s AUTOS NON-OWNED show inception and above. If the insured DAMAGE HIRED AUTOS uses more than one expiration dates for policies identified. Pay broker, this UMBRELLALIAB OCCUR certificate will not special attention that PACESS LIAS identify all existing. coverage does not DED RETENTIONS expire before or during AND EMPLOYERS' LIABILITY your project or lease. E - EA EMPLOYEE EL DISEASE - POLICY LIMIT S This column identifies limits per occurrence and aggregate for each type of coverage afforded. Pay special attention to low aggregate limits for TION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, public works-type contractors. Losses on other jobs may reduce your coverage. This section will usually be used to restrict coverage to a specific job or lease. Watch for restrictions that would omit the coverage required by your specifications. Cancellation provisions 11 CERTIFICATE HOLDER CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFOR THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED I ACCORDANCE WITH THE POLICY PROMONER. BED POLICIES BE CANCELLED REFORE Certificate holder is your entity. AUTHORIZED REPRESENTATIVE The authorized representative of the insurer should be

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an employee, unless the agent or broker is specifically

authorized to sign on behalf of the company.

EXAMPLE "SPECIFIC" ADDITIONAL INSURED ENDORSEMENT

POLICY NUMBER:

COMMERCIAL GENERAL LIABILITY CG 20 10 12 19

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – OWNERS, LESSEES OR CONTRACTORS – SCHEDULED PERSON OR ORGANIZATION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)	Location(s) Of Covered Operations
COUNTY OF VENTURA	
ATTENTION: VENTURA COUNTY SHERIFF'S OFFICE	
800 S. VICTORIA AVE	
VENTURA, CA 93009	
COUNTY OF VENTURA	
800 S. VICTORIA AVE	
VENTURA, CA 93009	
A state of the sta	
Information required to complete this Schedule, If not shown	

- A. Section II Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by:
 - 1. Your acts or omissions; or
 - The acts or omissions of those acting on your behalf;

in the performance of your ongoing operations for the additional insured(s) at the location(s) designated above.

However:

 The insurance afforded to such additional insured only applies to the extent permitted by law; and If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

EXAMPLE "BLANKET" ADDITIONAL INSURED ENDORSEMENT

POLICY NUMBER:

COMMERCIAL GENERAL LIABILITY CG 20 26 12 19

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – DESIGNATED PERSON OR ORGANIZATION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional	Insured Person(s)	Or Organization(s)
--------------------	-------------------	--------------------

Any person or organization you are required to add as an additional insured to this policy by written contract or written agreement which is currently in effect or coming into effect during the term of this policy and executed prior to the occurrence of any "property damage", "bodily injury", or "personal and advertising injury".

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

- A. Section II Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by your acts or omissions or the acts or omissions of those acting on your behalf:
 - In the performance of your ongoing operations; or
 - In connection with your premises owned by or rented to you.

However:

- The insurance afforded to such additional insured only applies to the extent permitted by law; and
- If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

- B. With respect to the insurance afforded to these additional insureds, the following is added to Section III Limits Of Insurance:
 - If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:
 - 1. Required by the contract or agreement; or
 - Available under the applicable limits of insurance;

whichever is less.

This endorsement shall not increase the applicable limits of insurance.

EXAMPLE "SPECIFIC" WAIVER OF SUBROGATION

WORKERS COMPENSATION AND EMPLOYERS LIABILITY INSURANCE POLICY

WC 00 03 13

POLICY NUMBER:

WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT

We have the right to recover our payments from anyone liable for an injury covered by this policy. We will not enforce our right against the person or organization named in the Schedule. (This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.)

This agreement shall not operate directly or indirectly to benefit anyone not named in the Schedule.

SCHEDULE

COUNTY OF VENTURA ATTENTION: VENTURA CO 800 S. VICTORIA AVE, V COUNTY OF VENTURA, 800	ENTURA, CA 930	009	CA 93009
LOCATIONS:			
		20 00.0 1	
RE:			
4			

This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated. (The information below is required only when this endorsement is issued subsequent to preparation of the policy.)

Endorsement Effective 07-01-2022 Policy No.

Endorsement No. 002

Insured

Premium \$ INCL.

Insurance Company OLD REPUBLIC INSURANCE COMPANY

Countersigned By

DATE OF ISSUE: 10-19-22

EXAMPLE "GENERIC" WAIVER OF SUBROGATION

WORKERS COMPENSATION AND EMPLOYERS LIABILITY INSURANCE POLICY

WC 04 03 06

WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT - CALIFORNIA

We have the right to recover our payments from anyone liable for an injury covered by this policy. We will not enforce our right against the person or organization named in the Schedule. (This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.)

You must maintain payroll records accurately segregating the remuneration of your employees while engaged in the work described in the Schedule.

The additional premium for this endorsement shall be otherwise due on such remuneration.

% of the California workers' compensation premium

SCHEDULE

PERSON OR ORGANIZATION

JOB DESCRIPTION

AS REQUIRED BY CONTRACT OR AGREEMENT

This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated. (The information below is required only when this endorsement is issued subsequent to preparation of the policy.)

Endorsement Effective 01-01-15

Policy No.

Endorsement No.

Insured

Premium \$INCL.

Insurance Company

Countersigned By

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REQUEST TO WAIVE / ALTER VENDOR INSURANCE REQUIREMENTS

Please submit completed/approved form with Purchase Requisition and Scope of Work

			Date:
Requestor:			Phone #:
Vendor Name:			RQS No:
☐ Low I	Risk		☐ Standard Risk
Seminars, workshops, low to moderate physical activity raining (yoga, light exercise), clerical or office duties, etc. nsurance Requirements: Commercial General Liability: \$500,000 per Occurrence/\$500,000 Annual Aggregate		or office dution	ies, operator (excluding cranes), towing, filming projects, most lessees, software development for COV stored data, Drone use, facility repairs, construction, cell towers mechanical equipment purchase, equipment installation on county property, design professional, software purchase or license with electronic data storage, etc. Insurance Requirements:
			 Commercial General Liability: \$1,000,000 per Occurrence/\$2,000,000 Annual Aggregate
Occurrence/\$2,000, Cyber Liability (Sec	000 Annua urity & Priv	al Aggregate vacy) Covera	age: \$1,000,000 per Occurrence/\$2,000,000 Annual Aggregate Guidelines/Recommendations:
	<u>Waive</u>	Reduce	Explanation of Alteration (if applicable)
General Liability			
General Liability Commercial Auto			
•			
Commercial Auto			
Commercial Auto Professional Liability			

COUNTY OF VENTURA VENDOR INSURANCE GUIDELINES (INTERNAL USE ONLY)

Contractors doing work for or on behalf of the County of Ventura must be held responsible for their work. To protect the County against loss due to accidents or injuries caused by contractor operations, the County has established vendor insurance guidelines. In general, contractors, are required to protect their own workers with workers' compensation insurance, and protect their own company and the County with general liability insurance, as well as other coverages needed for the particular risk posed by the contractor's work. This could include commercial auto, professional liability, and security & privacy (cyber) coverage, as well as others. Establishing insurance levels cannot be held to hard and fast rules, and that the document provides "guidelines" applicable about 90% of the time.

RISK EXPOSURE - EXAMPLES

Low Risk Exposure	Standard Risk Exposure	High Risk Exposure
Seminars, workshops, classroom training, low to moderate physical activity training (yoga, light exercise), clerical or office duties.	Equipment maintenance or repair, equipment rental with operator (excluding cranes), towing, filming projects, most leessees, software development for County of Ventura stored data, Drone use, facility repairs, construction, cell towers, mechanical equipment purchase, equipment installation on County property, design professional, software purchase or license with electronic data storage (cloud), professional services.	Hazardous materials abatement/ disposal, road design, building design, construction projects, crane operations, aircraft repair, aviation, fuel suppliers, health care services, pyrotechnics, food services for the public, any services provided to minors.
Insurance Requirements	Insurance Requirements	Insurance Requirements
Commercial General Liability	Commercial General Liability	Commercial General Liability
\$500,000 per Occurrence	\$1,000,000 per Occurrence	Specific Insurance Requirements
\$500,000 Annual Aggregate	\$2,000,000 Annual Aggregate	determined by Risk Management
(Including an additional insured end	orsement naming the County of Ventura and any Spec	ial Districts as an additional insured.)
Workers' Compensation (statutory)	Workers' Compensation (statutory)	Workers' Compensation (statutory)
Must include a Waiver of Subrog	ation. Workers' Compensation is not required if the ven	dor is a sole proprietor or partner.

Commercial Auto Insurance defined by the DMV is insurance designed for vehicles used for business purposes.

Commercial Auto Liability

\$1,000,000 each accident

In some cases, professional liability coverage will be required. Some professionals that require this type of coverage include: licensed health care providers, surveyors, attorneys, architects, engineers and IT design.

Professional Liability (Errors & Omissions/Medical Malpractice) Coverage

\$1,000,000 per Occurrence/\$2,000,000 Annual Aggregate (\$1,000,000 per Occurrence/\$3,000,000 Annual Aggregate for Physicians)

Contractors developing or maintaining software, or accessing or storing data that contains private information, such as medical records, social security numbers or financial data, require protection against losses such as damage or theft of data, release of private info, and breach of network security.

Cyber Liability (Security & Privacy) Coverage

\$1,000,000 per Occurrence/\$2,000,000 Annual Aggregate

If a Contactor's business generates hazardous waste *Pollution Coverage* will be needed in the amount of \$1,000,000 per Occurrence/\$2,000,000 Annual Aggregate

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INTERNAL CHECKLIST FOR PROOF OF INSURANCE

Certificate of insurance.
Do they have General Liability Insurance coverage with \$1M per occurrence and \$2M annual aggregate? (Or whatever was required in the contract).
Does the insured name match the person/company as the contract/agreement?
Does the start date fall within the policy period?
Does the certificate holder say the County of Ventura (and the special district if applicable)?
Have they provided an Additional Insured Endorsement along with the Certificate of Insurance naming the County of Ventura (and the special district if applicable) as an additional insured? OR it can be a blanket endorsement stating per a contract or agreement.
Is the policy number on the Additional Insured Endorsement and does it match the one on the certificate?
If they have employees have they provided Workers' Compensation coverage? (This can be provided on the same certificate as the General Liability or on a separate certificate.)
If they provided Workers' Compensation insurance have they provided a Waiver of Subrogation endorsement?
Is the policy number on the Waiver of Subrogation and does it match the Workers' Compensation policy number on the certificate?
If they do not have employees, have they signed a Sole Proprietorship statement?
If required by contract, do they have Commercial Auto Liability Insurance, Cyber Liabilit Insurance (Security & Privacy), Professional Liability insurance, etc. with limits required in the contract?