WEISER
INSURANCE SERVICES

SECOND QUARTER 2025
THEREPORT

BEST PRACTICES

What's Keeping Business Leaders up at Night

A EW SURVEY has found that U.S. business leaders are increasingly stressed due to a number of risks and challenges their companies face.

The Sentry Insurance "2025 C-Suite Stress Index" report found that two-thirds of executives had higher stress levels than in 2024 and 25% of companies were considering downsizing or shuttering altogether.

In light of their concerns, many executives plan to boost their company's risk management efforts and reassess their insurance coverage to better protect their organizations against an increasing number of challenges. Concerns are varied and executives at the largest companies report being the most stressed.

The survey found that:

- 97% of businesses are postponing upgrades and purchasing new equipment due to cost pressures or scarce resources.
- 48% are asking employees to work longer hours or take fewer breaks.
- 72% are concerned about increases in litigation and multimillion-dollar verdicts.

Workplace safety focus

Workplace safety is a growing area of focus, with 82% of executives saying they plan to increase their investments in worker safety. Among employers with more than 1,000 workers, 99% said.

Employers hope that these efforts will increase employee retention as well as yield improved output.

Severe weather effects

Impacts from increasingly common severe weather are starting to hurt U.S. businesses.

Nine out of 10 companies report having been affected by extreme weather events in the past five years, leading to a range of operational challenges.

Business disruption was the most common result of severe weather:

- 45% reported outages that left their company unable to operate,
- 39% experienced supply chain disruptions, and
- 34% cited staff unable to come to work.

See 'Many' on page 2

Welcome to the Weiser Insurance Newsletter!

Weiser Insurance is pleased to present you with our newsletter. We hope the articles in this and future editions will provide insight into an array of insurance matters, and we urge you to contact us with questions and comments.

Our goal is to provide excellent service, competitive pricing and products tailored to meet the special needs of each client.

WEISER
INSURANCE SERVICES

Weiser Insurance Services
201 S 9th
Adel, IA 50003

Phone: 515-993-1829
E-mail: info@weiserins.com
weiserins.com

INDUSTRIAL INJURIES

Workplace Accidents Cost Money, Period!

EMPLOYEES ARE your most valuable assets, but many businesses overlook the importance of having a workplace safety program in place to protect them.

Loss control is about employers caring for their workers' safety. Successful loss control programs reduce injuries and the severity of potential accidents.

If you want to reduce the costs and risks associated with workplace injuries and illnesses, you need to address safety and health right along with production. A plan that details procedures must be written and put into practice. Implementing an Injury and Illness Prevention Program will help you do this.

The IIPP will identify what has to be done to promote the safety and health of your employees, and the safety of your worksite.

Taking an approach to loss control will make the workplace safe, decrease workers' compensation and overtime costs, reduce turnover rates, and minimize the risk of Fed-OSHA fines — all of which in turn will increase productivity and profits.

Essential IIPP Elements

- Assignment of responsibility
- Communications
- Compliance
- Inspections
- Investigations
- Correcting unsafe conditions
- Training
- Record-keeping

Strong Documentation

Records are an important part of your safety plans. The following records should be maintained:

- Training
- Employee injuries
- Accident/injury investigations
- Inspection records/corrections
- OSHA 300 logs (where required)
- Job analysis
- Safety meetings
- Equipment and vehicle inspections
- CPR/first aid training
- DMV driving records

Loss control starts with an authentic commitment from management. Employers should also ensure that supervisors, managers and employees are all on board and, together, the two collaborative teams will achieve success.

Hazard assessment, evaluation, action-planning, problem-solving, implementation, record-keeping and documentation are the steps for a successful loss control plan.

Open communication with staff is essential for a successful loss control as employee cooperation stems from understanding. what the program is all about. They are more likely to cooperate when they understand the program's purpose and how it affects them.

Consider different channels for informing your workforce, including meetings, e-mails, newsletters or check inserts.

The takeaway

Remember to update and maintain all your programs at least once a year and/or if there are any changes.

If you are ready to make the commitment of reducing injuries and illnesses and managing claims, you can expect your costs to go down and your profits to go up. ❖

Continued from page 1

Many Executive Are Re-evaluating Their Insurance Needs

Additionally, during the last five years, executives report that severe weather caused damage to:

- Company equipment (34%)
- Company facilities (32%)
- Company vehicles (30%)

Insurance needs

As a result of these increasing challenges, many executives are re-evaluating their insurance needs, with 74% saying they were not fully confident in their current insurance coverage.

Four in 10 said they planned to expand their coverage in the coming year.

Among those re-examining their coverage needs, the top reasons were:

- Increasing coverage as business expands (44%),
- Lowering risk by adding coverage (43%), and
- Securing coverage for areas of the company not currently covered (38%). ❖

Produced by Risk Media Solutions on behalf of Weiser Insurance Services. This newsletter is not intended to provide legal advice, but rather perspective on recent regulatory issues, trends and standards affecting insurance, workplace safety, risk management and employee benefits. Please consult your broker or legal counsel for further information on the topics covered herein. Copyright 2025 all rights reserved.

Key Employee Insurance Protects Your Firm's Future

YOU HAVE a great group of employees working with you and your business is thriving. For many small-to-mid-sized businesses, that success is due to one or two key individuals with both skills, experience and connections that would be difficult to replace.

But what if one of your personnel were injured and out of work for a while, or even worse, suppose they died unexpectedly?

If this were to happen, you'd likely immediately have to find and train a replacement, but getting the right person for the job would require a substantial amount of training and building on-the-job knowledge.

Fortunately, there are two products that can provide your organization with additional funds to weather this uncertain time: key person life insurance and key person disability insurance.

Key person life insurance

Generally, your business purchases a life insurance policy on a key employee, pays the premiums and is the beneficiary in the event of the employee's death.

How much coverage do you need?

Coming up with a dollar value on a key employee's economic worth can be challenging. There are no specific rules or formulas to follow, but there are several guidelines that can help.

- The cost of recruiting and training an adequate replacement.
- The key employee's salary times the number of years a newly hired replacement might take to reach a similar skill level.
- Finally, you might consider the key employee's value in terms of company profits.

Key employee disability insurance

Disability insurance on a key employee is another way you can protect your business against any resultant financial loss.

Typically, these policies define disability as the inability of the employee to perform his or her normal job duties due to injury or illness.

As with life insurance, your business buys a disability insurance policy on the employee, pays the premiums, and is named as the beneficiary.

If the employee becomes disabled, the policy pays monthly disability benefits to your business. These benefits can equal a certain percentage of the key employee's monthly salary, up to either a maximum monthly limit or 100% of their salary.

The funds may be used to pay the operating expenses of the business and cover the expense of finding a temporary or permanent replacement for the key employee.

These policies typically offer elimination periods (i.e. the waiting period between the disability and when the benefits begin) ranging from 30 to 365 days.

Depending on the policy, your business may receive benefits for 6 to 18 months, typically long enough to allow the employee to return to work or for the company to replace them.

Depending on the type of coverage purchased, the premiums you pay for the key employee disability policy may or may not be a tax-deductible business expense. If the policy is considered business overhead expense insurance, then the premiums may be a deductible expense.

The takeaway

Planning ahead can help secure your company's financial future. Key employee insurance can help assure families, employees, creditors, suppliers and customers that the future of the business is secure. ❖

WEISER
INSURANCE SERVICES

Weiser Insurance Services
201 S 9th
Adel, IA 50003

Cargo Theft Surges as Criminals Adapt

CARGO THEFT in the U.S. is climbing at an alarming pace. After spiking nearly 50% in 2024, incidents are already up another 22% in early 2025, according to a new report from supply chain visibility firm Overhaul.

Criminals, both organized groups and opportunistic individuals, are not only stealing more — they're getting smarter and more aggressive in how they do it. For companies that move, store, buy or sell goods, the risks are mounting.

Most common schemes

Deceptive pickups: Thieves impersonate legitimate drivers, often using forged documents or stolen identities to trick warehouses into releasing cargo.

Facility theft: Criminals target unattended or poorly secured warehouses and distribution centers, often at night or on weekends.

Pilferage: Instead of stealing full truckloads, thieves now remove parts of shipments slowly and discreetly over time – often without detection.

Hijackings and coerced stops: Some thieves use false emergencies or warnings to get drivers to pull over, then rob the truck.

Commercial burglaries: Thieves target storage sites such as truck yards or facilities near rail lines.

Driver collusion: In some cases, drivers are paid to stage a hijacking or hand over goods, making background checks and employee vetting essential.

How to protect your cargo

Fortify warehouses and yards – Securing your facilities with fencing, lighting, surveillance cameras, access control and intrusion detection systems can prevent thefts.

Audit your vulnerabilities – Regular threat assessments can identify weak spots. Use external security experts to test your defenses and ensure your protocols are up to date.

Vetting and training your team – Background checks and strict hiring practices can prevent inside jobs. Train your employees to verify drivers, recognize suspicious activity and respond appropriately.

Leverag real-time technology – Telematics, GPS tracking and video monitoring can help you monitor cargo in transit.

Use secure protocols – Verify identities, use two-step authentication for pickups and document every transfer of goods. ❖