

REFINITIV

DELTA REPORT

10-Q

EIG - EMPLOYERS HOLDINGS, INC.

10-Q - MARCH 31, 2024 COMPARED TO 10-Q - SEPTEMBER 30, 2023

The following comparison report has been automatically generated

TOTAL DELTAS	944
CHANGES	224
DELETIONS	351
ADDITIONS	369

UNITED STATES SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, DC 20549

FORM 10-Q

☒ QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE
ACT OF 1934
For the Quarterly Period Ended **September 30, 2023** **March 31, 2024**

OR

☐ TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE
ACT OF 1934
For the transition period from ____ to ____

Commission file number: 001-33245

EMPLOYERS HOLDINGS, INC.

(Exact name of registrant as specified in its charter)

Nevada
(State or other jurisdiction
of incorporation or organization)

04-3850065
(I.R.S. Employer
Identification Number)

2340 Corporate Circle, Suite 200
Henderson, Nevada 89074
(Address of principal executive offices and zip code)
(888) 682-6671
(Registrant's telephone number, including area code)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$0.01 par value per share	EIG	New York Stock Exchange

Indicate by check mark whether the registrant: (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes ☒ No ☐

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes ☒ No ☐

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer <input checked="" type="checkbox"/>	Accelerated filer <input type="checkbox"/>	Non-accelerated filer <input type="checkbox"/>	Smaller reporting company <input type="checkbox"/>
			Emerging growth company <input type="checkbox"/>

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes ☐ No ☒

As of **October 24, 2023** **April 23, 2024**, there were **25,720,677** **25,343,504** shares of the registrant's common stock outstanding.

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PART I – FINANCIAL INFORMATION

Item 1. Consolidated Financial Statements

Employers Holdings, Inc. and Subsidiaries				Consolidated Balance Sheets	(in millions, except share data)
	As of September 30, 2023	As of December 31, 2022			
	As of March 31, 2024		As of March 31, 2024	As of December 31, 2023	
Assets	Assets	(unaudited)			
Investments:	Investments:				
Fixed maturity securities at fair value (amortized cost \$2,198.6 at September 30, 2023 and \$2,366.7 at December 31, 2022, less CECL allowance of \$3.2 at September 30, 2023 and \$4.5 at December 31, 2022)	\$	1,997.2	\$	2,186.3	

Equity securities at fair value (cost \$126.3 at September 30, 2023 and \$144.2 at December 31, 2022)	193.0	197.0
Investments:		
Investments:		
Fixed maturity securities at fair value (amortized cost \$2,139.7 at March 31, 2024 and \$2,048.0 at December 31, 2023, less CECL allowance of \$3.2 at March 31, 2024 and \$2.7 at December 31, 2023)		
Equity securities at fair value (cost \$125.9 at March 31, 2024 and \$125.9 at December 31, 2023)		
Equity securities at cost	Equity securities at cost	
	6.0	6.7
Other invested assets (cost \$81.1 at September 30, 2023 and \$54.4 at December 31, 2022)	90.9	59.7
Short-term investments at fair value (amortized cost \$46.8 at September 30, 2023 and \$119.1 at December 31, 2022)	46.8	119.1
Other invested assets (cost \$88.9 at March 31, 2024 and \$82.5 at December 31, 2023)		
Short-term investments at fair value (amortized cost \$38.2 at March 31, 2024 and \$33.1 at December 31, 2023)		

Total investments	Total investments	2,333.9	2,568.8
Cash and cash equivalents	Cash and cash equivalents	108.8	89.2
Restricted cash and cash equivalents	Restricted cash and cash equivalents	0.2	0.2
Accrued investment income	Accrued investment income	18.5	19.0
Premiums receivable (less CECL allowance of \$16.2 at September 30, 2023 and \$12.8 at December 31, 2022)		363.3	305.9
Premiums receivable (less CECL allowance of \$19.7 at March 31, 2024 and \$17.9 at December 31, 2023)			
Reinsurance recoverable for:	Reinsurance recoverable for:		
Paid losses	Paid losses	11.5	6.8
Unpaid losses (less CECL allowance of \$0.9 at September 30, 2023 and \$0.9 at December 31, 2022)		425.7	444.5
Paid losses			
Unpaid losses (less CECL allowance of \$0.9 at March 31, 2024 and \$0.9 at December 31, 2023)			
Deferred policy acquisition costs	Deferred policy acquisition costs	57.1	48.3
Deferred policy acquisition costs			
Deferred income tax asset, net			
Deferred income tax asset, net	Deferred income tax asset, net	64.2	62.7

Property and equipment, net	Property and equipment, net	7.0	12.0		
Operating lease right-of-use assets	Operating lease right-of-use assets	4.3	11.5		
Intangible assets, net	Intangible assets, net	13.6	13.6		
Goodwill	Goodwill	36.2	36.2		
Contingent commission receivable—LPT Agreement	Contingent commission receivable—LPT Agreement	13.9	13.9		
Cloud computing arrangements					
Cloud computing arrangements	Cloud computing arrangements	33.2	42.9		
Other assets	Other assets	35.6	41.2		
Total assets	Total assets	\$ 3,527.0	\$ 3,716.7		
Liabilities and stockholders' equity	Liabilities and stockholders' equity			Liabilities and stockholders' equity	
Claims and policy liabilities:	Claims and policy liabilities:			Claims and policy liabilities:	
Unpaid losses and loss adjustment expenses	Unpaid losses and loss adjustment expenses	\$ 1,913.4	\$ 1,960.7		
Unearned premiums	Unearned premiums	387.0	339.5		
Commissions and premium taxes payable	Commissions and premium taxes payable	62.8	58.2		
Commissions and premium taxes payable					
Commissions and premium taxes payable					
Accounts payable and accrued expenses	Accounts payable and accrued expenses	22.3	28.7		
Deferred reinsurance gain—LPT Agreement	Deferred reinsurance gain—LPT Agreement	100.2	106.1		
FHLB advances	FHLB advances	40.4	182.5		
Deferred reinsurance gain—LPT Agreement					
Deferred reinsurance gain—LPT Agreement					
Operating lease liability					
Operating lease liability					

Operating lease liability	Operating lease liability	5.1	13.6
Non-cancellable obligations	Non-cancellable obligations	18.5	26.1
Other liabilities	Other liabilities	58.3	57.1
Total liabilities	Total liabilities	\$ 2,608.0	\$ 2,772.5
Commitments and contingencies	Commitments and contingencies		

Commitments and contingencies

Consolidated Balance Sheets (in millions, except share data)

Employers Holdings, Inc. and Subsidiaries

	As of September 30, 2023	As of December 31, 2022		As of March 31, 2024	As of March 31, 2024	As of December 31, 2023
Stockholders' equity:	Stockholders' equity:	(unaudited)	Stockholders' equity:	(unaudited)		
Common stock, \$0.01 par value; 150,000,000 shares authorized; 58,004,955 and 57,876,287 shares issued and 25,719,074 and 27,160,748 shares outstanding at September 30, 2023 and December 31, 2022, respectively	\$ 0.6	\$ 0.6				
Common stock, \$0.01 par value; 150,000,000 shares authorized; 58,152,792 and 58,055,968 shares issued and 25,343,504 and 25,369,753 shares outstanding at March 31, 2024 and December 31, 2023, respectively						
Preferred stock, \$0.01 par value; 25,000,000 shares authorized; none issued						

Net realized and unrealized gains on investments					
Net realized and unrealized gains on investments					
Other income (loss)					
Other income (loss)					
Other income (loss)	Other income (loss)	0.1	0.1	(0.2)	0.3
Total revenues	Total revenues	203.5	204.4	625.2	491.7
Total revenues					
Total revenues					
Expenses					
Expenses					
Losses and loss adjustment expenses	Losses and loss adjustment expenses	114.9	112.3	312.8	299.7
Losses and loss adjustment expenses					
Losses and loss adjustment expenses					
Commission expense					
Commission expense					
Commission expense	Commission expense	26.7	25.3	73.8	69.9
Underwriting and general and administrative expenses	Underwriting and general and administrative expenses	43.5	41.9	133.7	120.6
Underwriting and general and administrative expenses					
Underwriting and general and administrative expenses					
Interest and financing expenses	Interest and financing expenses	1.0	1.1	5.2	1.6
Other expenses		—	—	9.4	—
Interest and financing expenses					
Interest and financing expenses					
Total expenses	Total expenses	186.1	180.6	534.9	491.8
Net income (loss) before income taxes		17.4	23.8	90.3	(0.1)
Income tax expense (benefit)		3.4	4.7	17.8	(1.4)
Total expenses					
Total expenses					
Net Income before income taxes					
Net Income before income taxes					
Net Income before income taxes					
Income tax expense					
Income tax expense					
Income tax expense					

Net Income					
Net Income					
Net Income	Net Income	\$ 14.0	\$ 19.1	\$ 72.5	\$ 1.3
Comprehensive (loss) income	Comprehensive (loss) income				
Unrealized AFS investment losses arising during the period, net of tax benefit of \$7.3 and \$16.0 for the three months ended September 30, 2023 and 2022, respectively, and \$5.3 and \$59.0 for the nine months ended September 30, 2023 and 2022, respectively		\$ (27.0)	\$ (60.3)	\$ (20.0)	\$(222.2)
Reclassification adjustment for realized AFS investment losses (gains) in net income, net of tax (benefit) expense of \$(0.3) and \$1.1 for the three months ended September 30, 2023 and 2022, and \$(0.6) and \$(0.7) for the nine months ended September 30, 2023 and 2022, respectively		0.9	(3.9)	2.3	2.7
Other comprehensive loss, net of tax		(26.1)	(64.2)	(17.7)	(219.5)
Total Comprehensive (loss) income		\$ (12.1)	\$ (45.1)	\$ 54.8	\$(218.2)
Comprehensive (loss) income					
Comprehensive (loss) income					
Unrealized AFS investment (losses) gains arising during the period, net of tax benefit (expense) of \$3.0 and \$(6.0) for the three months ended March 31, 2024 and 2023, respectively					
Unrealized AFS investment (losses) gains arising during the period, net of tax benefit (expense) of \$3.0 and \$(6.0) for the three months ended March 31, 2024 and 2023, respectively					
Unrealized AFS investment (losses) gains arising during the period, net of tax benefit (expense) of \$3.0 and \$(6.0) for the three months ended March 31, 2024 and 2023, respectively					
Reclassification adjustment for realized AFS investment losses in net income, net of tax benefit of \$(0.2) and \$(0.3) for the three months ended March 31, 2024 and 2023, respectively					
Reclassification adjustment for realized AFS investment losses in net income, net of tax benefit of \$(0.2) and \$(0.3) for the three months ended March 31, 2024 and 2023, respectively					

Reclassification adjustment for realized AFS investment losses in net income, net of tax benefit of \$(0.2) and \$(0.3) for the three months ended March 31, 2024 and 2023, respectively						
Other comprehensive (loss) income, net of tax						
Other comprehensive (loss) income, net of tax						
Other comprehensive (loss) income, net of tax						
Total Comprehensive income						
Total Comprehensive income						
Total Comprehensive income						
Earnings per common share (Note 13):						
Earnings per common share (Note 13):						
Earnings per common share (Note 13):	Earnings per common share (Note 13):					
Basic	Basic	\$ 0.54	\$ 0.70	\$ 2.72	\$ 0.05	
Basic						
Basic						
Diluted						
Diluted						
Diluted	Diluted	\$ 0.54	\$ 0.70	\$ 2.71	\$ 0.05	
Cash dividends declared per common share and eligible plan awards						
Cash dividends declared per common share and eligible plan awards	Cash dividends declared per common share and eligible plan awards	\$ 0.28	\$ 0.26	\$ 0.82	\$ 1.77	
Cash dividends declared per common share and eligible plan awards						
Cash dividends declared per common share and eligible plan awards						

See accompanying unaudited notes to the consolidated financial statements.

Employers Holdings, Inc. and Subsidiaries						
Consolidated Statements of Stockholders' Equity						
For the Three Months Ended March 31, 2024 and 2023						
For the Three Months Ended March 31, 2024 and 2023						
(Unaudited)						
Common Stock		Additional	Retained	Accumulated	Treasury	Total
		Paid-In	Earnings	Other	Stock at	Stockholders'
		Capital			Cost	Equity

		Shares		Comprehensive												
		Issued	Amount	Loss, Net												
(in millions, except share data)																
Balance, July 1, 2023	57,997,485	\$	0.6	\$	417.1	\$	1,339.4	\$	(130.5)	\$	(674.9)	\$	951.7			
Common Stock																
Common Stock																
Common Stock																
												Additional	Retained	Other	Treasury	Total
												Paid-In	Earnings	Comprehensive	Stock at	Stockholders'
Shares Issued												Capital		Loss, Net	Cost	Equity
(in millions, except share data)																
(in millions, except share data)																
(in millions, except share data)																
Balance, January 1, 2024																
Stock-based obligations	Stock-based obligations	—	—	1.3	—	—	—	1.3								
Vesting of RSUs and PSUs, net of shares withheld to satisfy tax withholdings																
Vesting of RSUs and PSUs, net of shares withheld to satisfy tax withholdings																
Vesting of RSUs and PSUs, net of shares withheld to satisfy tax withholdings	Vesting of RSUs and PSUs, net of shares withheld to satisfy tax withholdings	7,470	—	(0.2)	—	—	—	(0.2)								
Acquisition of common stock ⁽¹⁾	Acquisition of common stock ⁽¹⁾	—	—	—	—	—	(14.4)	(14.4)								
Dividends declared	Dividends declared	—	—	—	(7.3)	—	—	(7.3)								
Net income for the period	Net income for the period	—	—	—	14.0	—	—	14.0								
Change in net unrealized losses on AFS investments, net of taxes of \$7.0																
(26.1)																
Balance, September 30, 2023																
58,004,955 \$ 0.6 \$ 418.2 \$1,346.1 \$ (156.6) \$ (689.3) \$ 919.0																
Change in net unrealized losses on AFS investments, net of taxes of \$2.8																
Change in net unrealized losses on AFS investments, net of taxes of \$2.8																

Change in net unrealized losses on AFS investments, net of taxes of \$2.8								
Balance, March 31, 2024								
Balance, July 1, 2022	57,871,517	\$	0.6	\$	411.8	\$1,278.4	\$	(94.7) \$ (618.6) \$ 977.5
Balance, January 1, 2023								
Balance, January 1, 2023								
Balance, January 1, 2023								
Stock-based obligations	Stock-based obligations	—	—	1.1	—	—	—	1.1
Acquisition of common stock		—	—	—		—	(7.4)	(7.4)
Stock options exercised								
Vesting of RSUs and PSUs, net of shares withheld to satisfy tax withholdings								
Acquisition of common stock ⁽¹⁾								
Dividends declared	Dividends declared	—	—	—	(7.1)	—	—	(7.1)
Net income for the period	Net income for the period	—	—	—	19.1	—	—	19.1
Change in net unrealized losses on AFS investments, net of taxes of \$17.1								
		—	—	—	—	(64.2)	—	(64.2)
Balance, September 30, 2022	57,871,517	\$	0.6	\$	412.9	\$1,290.4	\$	(158.9) \$ (626.0) \$ 919.0

⁽¹⁾ Beginning January 1, 2023, amount includes applicable excise tax as imposed by the Inflation Reduction Act of 2022.

Change in net unrealized losses on AFS investments, net of taxes of \$(6.3)								
Change in net unrealized losses on AFS investments, net of taxes of \$(6.3)								
Change in net unrealized losses on AFS investments, net of taxes of \$(6.3)								
Balance, March 31, 2023								

(1) Beginning January 1, 2023, amount includes applicable excise tax as imposed by the Inflation Reduction Act of 2022 (See Note 7).	(1) Beginning January 1, 2023, amount includes applicable excise tax as imposed by the Inflation Reduction Act of 2022 (See Note 7).
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See accompanying unaudited notes to the consolidated financial statements.

Employers Holdings, Inc. and Subsidiaries								
Consolidated Statements of Stockholders' Equity								
For the Nine Months Ended September 30, 2023 and 2022								
(Unaudited)								
	Common Stock		Additional Paid-In Capital	Retained Earnings	Accumulated Other	Treasury Stock at Cost	Total Stockholders' Equity	
	Shares Issued	Amount			Comprehensive Loss, Net			
(in millions, except share data)								
Balance, January 1, 2023	57,876,287	\$ 0.6	\$ 414.6	\$ 1,295.6	\$ (138.9)	\$ (627.7)	\$ 944.2	
Stock-based obligations	—	—	4.4	—	—	—	4.4	
Stock options exercised	23,500	—	0.7	—	—	—	0.7	
Vesting of RSUs and PSUs, net of shares withheld to satisfy tax withholdings	105,168	—	(1.5)	—	—	—	(1.5)	
Acquisition of common stock ⁽¹⁾	—	—	—	—	—	(61.6)	(61.6)	
Dividends declared	—	—	—	(22.0)	—	—	(22.0)	
Net income for the period	—	—	—	72.5	—	—	72.5	
Change in net unrealized losses on AFS investments, net of taxes of \$4.7	—	—	—	—	(17.7)	—	(17.7)	
Balance, September 30, 2023	58,004,955	\$ 0.6	\$ 418.2	\$ 1,346.1	\$ (156.6)	\$ (689.3)	\$ 919.0	
Balance, January 1, 2022	57,690,254	\$ 0.6	\$ 410.7	\$ 1,338.5	\$ 60.6	\$ (597.3)	\$ 1,213.1	
Stock-based obligations	—	—	3.4	—	—	—	3.4	
Stock options exercised	41,665	—	1.1	—	—	—	1.1	
Vesting of RSUs and PSUs, net of shares withheld to satisfy tax withholdings	139,598	—	(2.3)	—	—	—	(2.3)	
Acquisition of common stock	—	—	—	—	—	(28.7)	(28.7)	
Dividends declared	—	—	—	(49.4)	—	—	(49.4)	
Net income for the period	—	—	—	1.3	—	—	1.3	
Change in net unrealized losses on AFS investments, net of taxes of \$58.3	—	—	—	—	(219.5)	—	(219.5)	
Balance, September 30, 2022	57,871,517	\$ 0.6	\$ 412.9	\$ 1,290.4	\$ (158.9)	\$ (626.0)	\$ 919.0	

⁽¹⁾ Beginning January 1, 2023, amount includes applicable excise tax as imposed by the Inflation Reduction Act of 2022.

See accompanying unaudited notes to the consolidated financial statements.

(1) Beginning January 1, 2023, amount includes applicable excise tax as imposed by the Inflation Reduction Act of 2022.

See accompanying unaudited notes to the consolidated financial statements.

Employers Holdings, Inc. and Subsidiaries		
Consolidated Statements of Cash Flows		
(in millions)		
	Three Months Ended	
	March 31,	
	2024	2023

Operating activities	(unaudited)	
Net income	\$ 28.3	\$ 23.6
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	1.0	1.1
Stock-based compensation	1.5	1.8
Amortization of cloud computing arrangements	2.8	4.3
Amortization of premium on investments, net	(0.3)	0.8
Allowance for expected credit losses	1.8	1.2
Deferred income tax (benefit) expense	4.1	2.8
Net realized and unrealized gains on investments	(11.4)	(6.4)
Change in operating assets and liabilities:		
Premiums receivable	(22.8)	(21.4)
Reinsurance recoverable on paid and unpaid losses	4.0	4.7
Cloud computing arrangements	—	(1.4)
Operating lease right-of-use assets	0.4	0.7
Current federal income taxes	2.5	2.6
Unpaid losses and loss adjustment expenses	(10.0)	(7.0)
Unearned premiums	22.6	20.4
Accounts payable, accrued expenses and other liabilities	(3.6)	(6.4)
Deferred reinsurance gain—LPT Agreement	(2.0)	(2.0)
Contingent commission receivable—LPT Agreement	(0.2)	—
Operating lease liabilities	(0.4)	(0.8)
Non-cancellable obligations	(2.9)	(2.6)
Other	(14.8)	(11.7)
Net cash provided by operating activities	0.6	4.3
Investing activities		
Purchases of fixed maturity securities	(169.0)	(106.7)
Purchases of equity securities	(5.8)	(12.3)
Purchases of short-term investments	(17.7)	(10.5)
Purchases of other invested assets	(6.4)	(11.5)
Proceeds from sale of fixed maturity securities	32.0	44.8
Proceeds from sale of equity securities	5.5	12.0
Proceeds from maturities and redemptions of fixed maturity securities	45.0	27.5
Proceeds from maturities of short-term investments	12.7	71.0
Net change in unsettled investment purchases and sales	7.3	(1.0)
Capital expenditures and other	(1.3)	(0.5)
Net cash (used in) provided by investing activities	(97.7)	12.8
Financing activities		
Acquisition of common stock	(5.6)	(11.1)
Cash transactions related to stock-based compensation	(1.7)	(0.8)
Dividends paid to stockholders	(7.8)	(7.6)
Payments on finance leases	—	(0.1)
Net cash used in financing activities	(15.1)	(19.6)
Net decrease in cash, cash equivalents and restricted cash	(112.2)	(2.5)
Cash, cash equivalents and restricted cash at the beginning of the period	226.6	89.4
Cash, cash equivalents and restricted cash at the end of the period	\$ 114.4	\$ 86.9

Employers Holdings, Inc. and Subsidiaries
Consolidated Statements of Cash Flows
(in millions)

	Nine Months Ended			
	September 30,			
	2023		2022	
Operating activities	(unaudited)			
Net income	\$	72.5	\$	1.3
Adjustments to reconcile net income to net cash provided by operating activities:				
Depreciation and amortization		3.7		4.1
Stock-based compensation		4.5		3.4
Amortization of cloud computing arrangements		12.6		12.1
Amortization of premium on investments, net		2.4		2.6
Allowance for expected credit losses		3.4		0.7
Deferred income tax expense (benefit)		3.2		(20.6)
Net realized and unrealized (gains) losses on investments		(10.7)		65.5
Asset impairment and related charges		2.6		—
Noncash operating lease term adjustment		(1.0)		—
Change in operating assets and liabilities:				
Premiums receivable		(60.8)		(57.0)
Reinsurance recoverable on paid and unpaid losses		14.1		20.7
Cloud computing arrangements		(2.9)		(15.1)
Operating lease right-of-use assets		7.2		2.0
Current federal income taxes		(10.6)		6.8
Unpaid losses and loss adjustment expenses		(47.3)		(1.3)
Unearned premiums		47.5		41.1
Accounts payable, accrued expenses and other liabilities		(0.8)		(0.1)
Deferred reinsurance gain—LPT Agreement		(5.9)		(6.3)
Operating lease liabilities		(7.5)		(2.3)
Non-cancellable obligations		(7.6)		6.1
Other		3.2		3.8
Net cash provided by operating activities		21.8		67.5
Investing activities				
Purchases of fixed maturity securities		(290.2)		(540.0)
Purchases of equity securities		(31.4)		(111.4)
Purchases of short-term investments		(57.7)		(9.6)
Purchases of other invested assets		(26.7)		(18.8)
Proceeds from sale of fixed maturity securities		329.5		230.7
Proceeds from sale of equity securities		45.2		204.0
Proceeds from maturities and redemptions of fixed maturity securities		119.9		133.2
Proceeds from maturities of short-term investments		132.3		20.0
Net change in unsettled investment purchases and sales		5.6		(3.6)
Capital expenditures and other		(1.5)		(2.2)
Net cash provided by (used in) investing activities		225.0		(97.7)
Financing activities				
Acquisition of common stock		(61.5)		(28.7)
Cash transactions related to stock-based compensation		(0.9)		(1.2)
Dividends paid to stockholders		(22.5)		(49.3)
Proceeds from FHLB advances		—		182.5
Repayments on FHLB advances		(142.1)		—
Proceeds from line of credit advances		—		10.0
Repayments on line of credit advances		—		(10.0)
Payments on finance leases		(0.2)		(0.1)
Net cash (used in) provided by financing activities		(227.2)		103.2

Net increase in cash, cash equivalents and restricted cash	19.6	73.0
Cash, cash equivalents and restricted cash at the beginning of the period	89.4	75.3
Cash, cash equivalents and restricted cash at the end of the period	\$ 109.0	\$ 148.3

The following table presents our cash, cash equivalents and restricted cash by category within the Consolidated Balance Sheets:

		As of September 30, 2023	As of December 31, 2022
		(unaudited)	
		(in millions)	
		As of March 31, 2024	As of March 31, 2024
		(unaudited)	As of December 31, 2023
		(in millions)	
		(in millions)	
		(in millions)	
Cash and cash equivalents	Cash and cash equivalents	\$ 108.8	\$ 89.2
Restricted cash and cash equivalents supporting reinsurance obligations	Restricted cash and cash equivalents supporting reinsurance obligations	0.2	0.2
Total cash, cash equivalents and restricted cash	Total cash, cash equivalents and restricted cash	\$ 109.0	\$ 89.4

See accompanying unaudited notes to the consolidated financial statements.

Employers Holdings, Inc. and Subsidiaries
Notes to Consolidated Financial Statements
(Unaudited)

1. Basis of Presentation and Summary of Operations

Employers Holdings, Inc. (EHI) is a Nevada holding company. Through its wholly owned insurance subsidiaries, Employers Insurance Company of Nevada (EICN), Employers Compensation Insurance Company (ECIC), Employers Preferred Insurance Company (EPIC), Employers Assurance Company (EAC), and Cerity Insurance Company (CIC), EHI is engaged in the commercial property and casualty insurance industry, specializing in workers' compensation products and services. Unless otherwise indicated, all references to the "Company" refer to EHI, together with its subsidiaries.

In 1999, the Nevada State Industrial Insurance System (the Fund) entered into a retroactive 100% quota share reinsurance agreement (the LPT Agreement) through a loss portfolio transfer transaction with third party reinsurers. The LPT Agreement commenced on June 30, 1999 and will remain in effect until: (i) all claims under the covered policies have closed; (ii) the LPT Agreement is commuted or terminated, upon the mutual agreement of the parties; or (iii) the reinsurers' aggregate maximum limit of liability is exhausted, whichever occurs first. The LPT Agreement does not provide for any additional termination terms. On January 1, 2000, EICN assumed all of the assets, liabilities and operations of the Fund, including the Fund's rights and obligations associated with the LPT Agreement (See Note 9).

The Company accounts for the LPT Agreement as retroactive reinsurance. Upon entry into the LPT Agreement, an initial deferred reinsurance gain (the Deferred Gain) was recorded as a liability on the Company's Consolidated Balance Sheets. The Company is also entitled to receive a contingent profit commission under the LPT Agreement through June 30, 2024. The contingent profit commission is estimated based on both actual paid results to date and projections of expected paid losses under the LPT Agreement and is recorded as an asset on the Company's Consolidated Balance Sheets. The Contingent Commission receivable at March 31, 2024 was \$14.4 million.

The accompanying consolidated financial statements have been prepared in accordance with United States (U.S.) generally accepted accounting principles (GAAP) for interim financial information and with the instructions to Form 10-Q and Article 10 of Regulation S-X of the Securities Exchange Act of 1934 (Exchange Act), as amended. Accordingly, they do not include all of the information and notes required by GAAP for complete financial statements. In the opinion of management, all adjustments (consisting of normal, recurring adjustments) necessary for a fair presentation of the Company's consolidated financial position and results of operations for the periods presented have been included. The results of operations for an interim period are not necessarily indicative of the results for an entire year. These financial statements have been prepared consistent with the accounting policies described in the Company's Form 10-K for the year ended December 31, 2022 December 31, 2023 (Annual Report).

The Company operates as a single operating segment, Insurance Operations, through its wholly owned subsidiaries. The Company considers an operating segment to be any component of its business whose operating results are regularly reviewed by the Company's chief operating decision maker (CODM) to make decisions about resources to be allocated to the segment and assess its performance based on discrete financial information. Prior to December 31, 2023, the Company operated through two reportable segments: Employers and Cerity. Each of All periods prior to December 31, 2023 have been conformed to the segments represents a separate and distinct underwriting platform through which the Company conducts insurance business. This presentation allows the reader, as well as the Company's chief operating decision makers, to objectively analyze the business originated through each of these channels. current presentation. Detailed financial information about the Company's single operating segments segment is presented in Note 14.

Use of Estimates

The preparation of the consolidated financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenues and expenses during the reporting period. As a result, actual results could differ from these estimates. The most significant areas that require management judgment are the estimate of unpaid losses and loss adjustment expenses (LAE), evaluation of reinsurance recoverables, recognition of premium revenue, recoverability of deferred income taxes, and valuation of investments.

2. New Accounting Standards

Recently Issued Accounting Standards

None. In November 2023, the FASB issued ASU 2023-07, Segment Reporting (Topic 280). The amendments in this update improve disclosures about reportable segments and provide more detailed information about a reportable segment's expenses. Specifically, the amendments in this update include disclosures on an annual and interim basis, significant segment expenses that are regularly provided to the CODM, an amount for other segment items by reportable segment and a description on their composition, all annual disclosures about a reportable segment's profit or loss and assets to be required on an interim basis, the measures the CODM uses in assessing performance and allocating resources, and the title and position of the CODM. Additionally, a single reporting segment is subject to all disclosures in this amendment along with existing segment disclosures within Topic 280. This update is effective for fiscal years beginning after December 15, 2023 and interim periods within fiscal years beginning after December 15, 2024. Early adoption is permitted. The Company will adopt this standard when it becomes effective.

Recently Adopted Accounting Standards

In December 2023, the FASB issued ASU 2023-09, Income Taxes (Topic 740). This update requires public business entities to annually disclose specific categories within the income tax rate reconciliation, and provide additional information for reconciling items that meet a certain quantitative threshold. Additionally, the amendments in this update require entities to disclose certain information about income taxes paid, income tax disaggregation, disclosures around unrecognized tax benefits, and the removal of disclosures related to temporary differences surrounding deferred tax liabilities to enhance the transparency and decision usefulness of income tax disclosures. This update is effective for fiscal years beginning after December 15, 2024 and early adoption is permitted for financial statements that have not been issued. The Company elected to early adopt this update as of December 31, 2023, and the impact of this standard was not material to its consolidated financial condition or results of operations.

In March 2020, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2020-04, Reference Rate Reform (Topic 848). This update provided optional transition guidance to ease the potential accounting burden associated with transitioning away from the London Interbank Offered Rate (LIBOR), with optional expedients and exceptions related to the application of US GAAP to contracts, hedging relationships and other transactions affected by reference rate reform. Companies can elect to adopt this ASU through December 31, 2024. The Company determined that there was no impact of LIBOR transitioning on its existing contracts and investments.

3. Valuation of Financial Instruments

Financial Instruments Carried at Fair Value

The carrying value and the estimated fair value of the Company's financial instruments at fair value were as follows:

		September 30, 2023		December 31, 2022					
		March 31, 2024				March 31, 2024		December 31, 2023	
		Carrying Value	Estimated Fair Value	Carrying Value	Estimated Fair Value	Carrying Value	Estimated Fair Value	Carrying Value	Estimated Fair Value
		(in millions)				(in millions)			
Financial assets	Financial assets								
Total investments at fair value									
Total investments at fair value									

Total investments at fair value	Total investments at fair value	\$2,237.0	\$ 2,237.0	\$2,502.4	\$ 2,502.4
Cash and cash equivalents	Cash and cash equivalents	108.8	108.8	89.2	89.2
Restricted cash and cash equivalents	Restricted cash and cash equivalents	0.2	0.2	0.2	0.2

Assets and liabilities recorded at fair value on the Company's Consolidated Balance Sheets are categorized based upon the levels of judgment associated with the inputs used to measure their fair value. Level inputs are defined as follows:

- Level 1 - Inputs are unadjusted quoted market prices for identical assets or liabilities in active markets at the measurement date.
- Level 2 - Inputs other than Level 1 prices that are observable for similar assets or liabilities through corroboration with market data at the measurement date.
- Level 3 - Inputs that are unobservable that reflect management's best estimate of what willing market participants would use in pricing the assets or liabilities at the measurement date.

The Company uses third party pricing services to assist with its investment accounting function. The ultimate pricing source varies depending on the investment security and pricing service used, but investment securities valued on the basis of observable inputs (Levels 1 and 2) are generally assigned values on the basis of actual transactions. Securities valued on the basis of pricing models with significant unobservable inputs or non-binding broker quotes are classified as Level 3. The

Company performs quarterly analyses on the prices it receives from third parties to determine whether the prices are reasonable estimates of fair value, including confirming the fair values of these securities through observable market prices using an alternative pricing source, as it is ultimately management's responsibility to ensure that the fair values reflected in the Company's consolidated financial statements are appropriate. If differences are noted in these analyses, the Company may obtain additional information from other pricing services to validate the quoted price.

The Company bases all of its estimates of fair value for assets on the bid prices, when available, as they represent what a third-party market participant would be willing to pay in an arm's length transaction.

For securities not actively traded, third party pricing services may use quoted market prices of similar instruments or discounted cash flow analyses, incorporating inputs that are currently observable in the markets for similar securities. Inputs that are often used in the valuation methodologies include, but are not limited to, broker quotes, benchmark yields, credit spreads, default rates, and prepayment speed assumptions. There were no material adjustments to the valuation methodology utilized by third party pricing services as of **September 30, 2023**, **March 31, 2024** and **December 31, 2022**, **December 31, 2023**.

These methods of valuation only produce an estimate of fair value if there is objectively verifiable information to produce a valuation. If objectively verifiable information is not available, the Company would be required to produce an estimate of fair value using some of the same methodologies, making assumptions for market-based inputs that are unavailable.

As of **September 30, 2023**, **March 31, 2024**, the Company held **\$32.3 million**, **\$47.5 million** of fixed maturity securities at fair value that were designated Level 3. These private placement securities were designated as Level 3 securities due to the limited amount of observable market information available.

The following table presents the Company's investments at fair value and the corresponding fair value measurements.

		September 30, 2023			December 31, 2022							
		Level			Level							
		Level 1	Level 2	3	Level 1	Level 2	3					
		(in millions)										
		March 31, 2024			March 31, 2024			December 31, 2023				
		Level			Level 1	Level 2	Level 3	Level 1	Level 2	Level 3		
		1										
		(in millions)						(in millions)				
Fixed maturity securities:	Fixed maturity securities:											
U.S. Treasuries	U.S. Treasuries											
U.S. Treasuries	U.S. Treasuries	\$	—	\$ 94.1	\$	—	\$	—	\$ 90.8	\$	—	
U.S. Agencies	U.S. Agencies	—	2.1	—	—	2.1	—					
States and municipalities	States and municipalities	—	228.2	—	—	317.6	—					

Corporate securities	Corporate securities	—	896.0	21.9	—	851.9	16.2
Residential mortgage-backed securities	Residential mortgage-backed securities	—	343.3	—	—	360.2	—
Commercial mortgage-backed securities	Commercial mortgage-backed securities	—	56.8	—	—	55.1	—
Asset-backed securities	Asset-backed securities	—	96.4	10.4	—	58.1	8.0
Collateralized loan obligations	Collateralized loan obligations	—	126.6	—	—	260.9	—
Foreign government securities	Foreign government securities	—	9.3	—	—	10.2	—
Other securities	Other securities	—	112.1	—	—	155.2	—
Total fixed maturity securities	Total fixed maturity securities	\$ —	\$1,964.9	\$32.3	\$ —	\$2,162.1	\$24.2
Equity securities at fair value:	Equity securities at fair value:						
Industrial and miscellaneous	Industrial and miscellaneous	\$ 166.6	\$ —	\$ —	\$165.3	\$ —	\$ —
Industrial and miscellaneous	Industrial and miscellaneous						
Other	Other						
Other	Other						
		26.4	—	—	31.7	—	—
Total equity securities at fair value	Total equity securities at fair value	\$ 193.0	\$ —	\$ —	\$197.0	\$ —	\$ —
Short-term investments	Short-term investments	\$ 33.3	\$ 13.5	\$ —	\$119.1	\$ —	\$ —
Total investments at fair value	Total investments at fair value	\$ 226.3	\$1,978.4	\$32.3	\$316.1	\$2,162.1	\$24.2

Financial Instruments Carried at Cost

All of the Company's insurance subsidiaries are members of the Federal Home Loan Bank of San Francisco (FHLB). Members are required to purchase stock in the FHLB in addition to maintaining collateral deposits that back any funds advanced and standby letters of credit issued (See Note 10). The Company's investment in FHLB stock is recorded at cost, which approximates fair value, as purchases and sales of these securities are at par value with the issuer. FHLB stock is considered a restricted security and is periodically evaluated by the Company for impairment based on the estimated ultimate recovery of par value.

Financial Instruments Carried at Net Asset Value

The Company has investments in private equity limited partnership interests that are included in Other invested assets on the Company's Consolidated Balance Sheets. These investments do not have readily determinable fair values and are carried at net asset value (NAV) and therefore are excluded from the fair value hierarchy. The Company initially estimates the value of these investments using the transaction price. In subsequent periods, the Company measures these investments using NAV per share provided quarterly by the general partner, based on financial statements that are audited annually. These investments are generally not redeemable by the investees and cannot be sold without approval of the general partner. These investments have a fund terms term of 3 to 12 years, subject to two or three one-year extensions at the general partner's discretion. The Company will receive distributions of proceeds from dividends and interest from fund investments, as well as from the disposition of a fund investment, or a portion thereof. The Company expects these distributions from time-to-time during the full course of the fund term. As of September 30, 2023 March 31, 2024, the Company had unfunded commitments to these private equity limited partnerships totaling \$28.6 million \$19.0 million.

Additionally, certain cash equivalents, principally money market securities, are measured using NAV, which approximates fair value.

The following table presents cash and investments carried at NAV on the Company's Consolidated Balance Sheets.

		September 30, 2023	December 31, 2022
		(in millions)	
	March 31, 2024	March 31, 2024	
		December 31, 2023	
		(in millions)	
Cash equivalents carried at NAV	Cash equivalents carried at NAV	\$ 99.7	\$ 65.5
Other invested assets carried at NAV	Other invested assets carried at NAV	90.9	59.7

The following table provides a reconciliation of the beginning and ending balances that are measured using Level 3 inputs for the nine months ended September 30, 2023, inputs.

	Level 3 Securities (in millions)
Beginning balance, January 1, 2023	\$ 24.2
Purchases	8.7
Unrealized losses included in comprehensive income or loss	(0.6)
Ending balance, September 30, 2023	\$ 32.3

	Three Months Ended March 31,	
	2024	2023
	(in millions)	
Balance at the beginning of the year	\$ 46.2	\$ 24.2
Purchases	1.5	1.5
Unrealized (losses) gains included in comprehensive (loss) income	(0.2)	0.2
Balance at end of period	\$ 47.5	\$ 25.9

4. Investments

The amortized cost, gross unrealized gains, gross unrealized losses, and estimated fair value of the Company's available-for-sale (AFS) investments were as follows:

	Amortized Cost	Allowance for Current Expected Credit Losses	Gross Unrealized Gains	Gross Unrealized Losses	Estimated Fair Value
	(in millions)				
At September 30, 2023					
	Amortized Cost	Allowance for Current Expected Credit Losses	Gross Unrealized Gains	Gross Unrealized Losses	Estimated Fair Value
	(in millions)				
At March 31, 2024					
Fixed maturity securities	Fixed maturity securities				
Fixed maturity securities					
Fixed maturity securities					

U.S. Treasuries						
U.S. Treasuries						
U.S. Treasuries	U.S. Treasuries	\$	98.9	\$	—	\$ (4.8) \$ 94.1
U.S. Agencies	U.S. Agencies		2.2	—	—	(0.1) 2.1
States and municipalities	States and municipalities		240.8	—	0.1	(12.7) 228.2
Corporate securities	Corporate securities		1,023.9	(2.6)	1.3	(104.7) 917.9
Residential mortgage-backed securities	Residential mortgage-backed securities		401.3	—	—	(58.0) 343.3
Commercial mortgage-backed securities	Commercial mortgage-backed securities		64.5	—	—	(7.7) 56.8
Asset-backed securities	Asset-backed securities		113.6	—	0.1	(6.9) 106.8
Collateralized loan obligations	Collateralized loan obligations		127.8	—	—	(1.2) 126.6
Foreign government securities	Foreign government securities		12.7	—	—	(3.4) 9.3
Other securities ⁽¹⁾	Other securities ⁽¹⁾		112.9	(0.6)	0.7	(0.9) 112.1
Total fixed maturity securities	Total fixed maturity securities	\$	2,198.6	\$ (3.2)	\$ 2.2	\$ (200.4) \$ 1,997.2
Short-term investments	Short-term investments		46.8	—	—	— 46.8
Total AFS investments	Total AFS investments	\$	2,245.4	\$ (3.2)	\$ 2.2	\$ (200.4) \$ 2,044.0

At December 31, 2022									
At December 31, 2023									
Fixed maturity securities	Fixed maturity securities								
Fixed maturity securities									
Fixed maturity securities									
U.S. Treasuries									
U.S. Treasuries									
U.S. Treasuries	U.S. Treasuries	\$	95.1	\$	—	\$	0.1	\$ (4.4)	\$ 90.8
U.S. Agencies	U.S. Agencies		2.2		—		—	(0.1)	2.1
States and municipalities	States and municipalities		326.7		—		0.8	(9.9)	317.6
Corporate securities	Corporate securities		963.4		(2.8)		2.0	(94.5)	868.1
Residential mortgage-backed securities	Residential mortgage-backed securities		403.5		—		0.3	(43.6)	360.2

Commercial mortgage-backed securities	Commercial mortgage-backed securities	61.5	—	—	(6.4)	55.1
Asset-backed securities	Asset-backed securities	74.0	—	0.1	(8.0)	66.1
Collateralized loan obligations	Collateralized loan obligations	268.1	—	—	(7.2)	260.9
Foreign government securities	Foreign government securities	13.0	—	—	(2.8)	10.2
Other securities ⁽¹⁾	Other securities ⁽¹⁾	159.2	(1.7)	0.6	(2.9)	155.2
Total fixed maturity securities	Total fixed maturity securities	\$ 2,366.7	\$ (4.5)	\$ 3.9	\$ (179.8)	\$ 2,186.3
Short-term investments	Short-term investments	119.1	—	—	—	119.1
Total AFS investments	Total AFS investments	\$ 2,485.8	\$ (4.5)	\$ 3.9	\$ (179.8)	\$ 2,305.4

(1) Other securities within fixed maturity securities consist of bank loans, which are classified as AFS and reported at fair value.

The cost and estimated fair value of the Company's equity securities recorded at fair value at September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023 were as follows:

		Cost	Estimated Fair Value
		(in millions)	
At September 30, 2023			
		Cost	Estimated Fair Value
		(in millions)	(in millions)
At March 31, 2024			
Equity securities at fair value	Equity securities at fair value		
Equity securities at fair value			
Equity securities at fair value			
Industrial and miscellaneous			
Industrial and miscellaneous			
Industrial and miscellaneous	Industrial and miscellaneous	\$ 104.4	\$ 166.6
Other	Other	21.9	26.4
Total equity securities at fair value	Total equity securities at fair value	\$ 126.3	\$ 193.0
At December 31, 2022			
At December 31, 2023			
At December 31, 2023			
At December 31, 2023			
Equity securities at fair value	Equity securities at fair value		
Equity securities at fair value			
Equity securities at fair value			
Industrial and miscellaneous			
Industrial and miscellaneous			
Industrial and miscellaneous	Industrial and miscellaneous	\$ 115.3	\$ 165.3
Other	Other	28.9	31.7

Total equity securities at fair value	Total equity securities at fair value		
		\$ 144.2	\$ 197.0

The Company had Other invested assets totaling \$90.9 million \$97.6 million and \$59.7 million \$91.5 million (initial cost of \$81.1 million \$88.9 million and \$54.4 million \$82.5 million) at September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, respectively, consisting of private equity limited partnerships, which are carried at NAV based on information provided by the general partner. These investments are non-redeemable until conversion and are periodically evaluated by the Company for impairment based on the ultimate recovery of the investment. Changes in the value of these investments are recorded through Net realized and unrealized gains and losses (losses) on the Company's Consolidated Statements of Comprehensive Income (Loss).

The amortized cost and estimated fair value of the Company's fixed maturity securities at September 30, 2023 March 31, 2024, by contractual maturity, are shown below. Expected maturities differ from contractual maturities because borrowers may have the right to call or prepay obligations with or without call or prepayment penalties.

		Amortized Cost	Estimated Fair Value
		(in millions)	
		Amortized Cost	Estimated Fair Value
		(in millions)	(in millions)
Due in one year or less	Due in one year or less	\$ 87.3	\$ 85.9
Due after one year through five years	Due after one year through five years	716.0	677.7
Due after five years through ten years	Due after five years through ten years	601.0	527.0
Due after ten years	Due after ten years	87.1	73.1
Mortgage and asset-backed securities	Mortgage and asset-backed securities	707.2	633.5
Total	Total	\$ 2,198.6	\$ 1,997.2

The following is a summary of AFS investments that have been in a continuous unrealized loss position for less than 12 months and those that have been in a continuous unrealized loss position for 12 months or greater in each case as of September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023.

		September 30, 2023	December 31, 2022
		Estimated Fair Value	Estimated Fair Value
		Gross Unrealized Losses	Gross Unrealized Losses
		Number of Issues	Number of Issues
		(dollars in millions)	(dollars in millions)
		March 31, 2024	December 31, 2023
		Estimated Fair Value	Estimated Fair Value
		Gross Unrealized Losses	Gross Unrealized Losses
		Number of Issues	Number of Issues
		(dollars in millions)	(dollars in millions)
Less than 12 months:	Less than 12 months:		
Fixed maturity securities	Fixed maturity securities		
Fixed maturity securities	Fixed maturity securities		

Fixed maturity securities											
U.S. Treasuries	U.S. Treasuries	\$	29.6	\$	(0.6)	12	\$	76.8	\$	(3.5)	13
U.S. Agencies			—		—	—		2.1		(0.1)	1
U.S. Treasuries											
U.S. Treasuries											
States and municipalities											
States and municipalities											
States and municipalities	States and municipalities		122.3		(4.0)	44		193.4		(9.0)	68
Corporate securities	Corporate securities		133.1		(5.4)	42		763.3		(76.4)	335
Residential mortgage-backed securities	Residential mortgage-backed securities		42.3		(1.3)	43		236.8		(17.9)	186
Commercial mortgage-backed securities			—		—	—		52.5		(5.7)	22
Asset-backed securities											
Asset-backed securities											
Asset-backed securities	Asset-backed securities		46.7		(0.5)	24		27.6		(2.6)	22
Collateralized loan obligations	Collateralized loan obligations		—		—	—		209.9		(5.5)	37
Other securities	Other securities		18.7		(0.3)	88		81.6		(1.8)	224
Other securities											
Other securities											
Total fixed maturity securities	Total fixed maturity securities		392.7		(12.1)	253		1,644.0		(122.5)	908
Total less than 12 months	Total less than 12 months	\$	392.7	\$	(12.1)	253	\$	1,644.0	\$	(122.5)	908
Total less than 12 months											
Total less than 12 months											
12 months or greater:	12 months or greater:										
12 months or greater:											
12 months or greater:											
Fixed maturity securities											
Fixed maturity securities											
Fixed maturity securities	Fixed maturity securities										
U.S. Treasuries	U.S. Treasuries	\$	63.8	\$	(4.2)	11	\$	11.2	\$	(0.9)	4
US Agencies			2.1		(0.1)	1		—		—	—
U.S. Treasuries											
U.S. Treasuries											
U.S. Agencies											
States and municipalities	States and municipalities		95.7		(8.7)	40		5.4		(0.9)	3
Corporate securities	Corporate securities		770.9		(99.3)	369		84.6		(18.1)	84

Residential mortgage-backed securities	Residential mortgage-backed securities	295.1	(56.7)	225	106.6	(25.7)	65
Commercial mortgage-backed securities	Commercial mortgage-backed securities	51.8	(7.7)	24	2.6	(0.7)	3
Asset-backed securities	Asset-backed securities	49.1	(6.4)	31	27.7	(5.4)	11
Collateralized loan obligations	Collateralized loan obligations	121.6	(1.2)	28	36.9	(1.7)	11
Foreign government securities	Foreign government securities	9.3	(3.4)	2	10.2	(2.8)	3
Other securities	Other securities	20.8	(0.6)	99	38.4	(1.1)	119
Total fixed maturity securities	Total fixed maturity securities	1,480.2	(188.3)	830	323.6	(57.3)	303
Total 12 months or greater	Total 12 months or greater	\$ 1,480.2	\$ (188.3)	830	\$ 323.6	\$ (57.3)	303

As of **September 30, 2023** **March 31, 2024** and **December 31, 2022** **December 31, 2023**, the Company had an allowance for current expected credit losses (CECL) on AFS debt securities of \$3.2 million and **\$4.5 million** **\$2.7 million**, respectively (See Note5). Those fixed maturity securities whose total fair value was less than amortized cost at each of **September 30, 2023** **March 31, 2024** and **December 31, 2022** **December 31, 2023**, were those in which the Company had no intent, need or requirement to sell at an amount less than their amortized cost.

Realized gains and losses on investments include the gain or loss on a security at the time of sale compared to its original or adjusted cost (equity securities and other invested assets) or amortized cost (fixed maturity securities). Realized losses on fixed maturity securities are also recognized when securities are written down as a result of an other-than-temporary impairment or for **unfavorable changes in CECL**. **Reversals of previously recognized realized losses on fixed maturity securities can also result when securities are written up for favorable changes in CECL.**

Net realized gains and losses on investments and the change in unrealized gains and losses on the Company's investments recorded at fair value are determined on a specific-identification basis and were as follows:

	Changes in Fair Value Reflected in AOCI (1), before tax					
	Gross Realized			Changes in Fair Value Reflected in Earnings		
	Gains	Losses	Allowance	Gains (Losses)	Earnings	
	(in millions)					
	Three Months Ended September 30, 2023					
	Gross Realized Gains	Gross Realized Losses	Net Increase in CECL Allowance	Change in Net Unrealized Gains (Losses)	Changes in Fair Value Reflected in Earnings	Changes in Fair Value Reflected in AOCI (1), before tax
	(in millions)			(in millions)		
Three Months Ended March 31, 2024						
Fixed maturity securities						
Fixed maturity securities						

Fixed maturity securities	Fixed maturity securities	0.3	\$ (2.6)	\$ 1.1	\$ (33.1)	\$ (1.2)	\$ (33.1)
Equity securities	Equity securities	—	(1.5)	—	(5.8)	(7.3)	—
Other invested assets	Other invested assets	—	—	—	1.4	1.4	—
Total investments	Total investments	\$ 0.3	\$ (4.1)	\$ 1.1	\$ (37.5)	\$ (7.1)	\$ (33.1)
Total investments							
Total investments							
Nine Months Ended September 30, 2023							
Fixed maturity securities	Fixed maturity securities	\$ 1.0	\$ (5.2)	\$ 1.3	\$ (22.4)	\$ (2.9)	\$ (22.4)
Equity securities	Equity securities	0.1	(4.9)	—	13.9	9.1	—
Other invested assets	Other invested assets	—	—	—	4.5	4.5	—
Total investments	Total investments	\$ 1.1	\$ (10.1)	\$ 1.3	\$ (4.0)	\$ 10.7	\$ (22.4)

Three Months Ended September 30, 2022							
Three Months Ended March 31, 2023							
Fixed maturity securities							
Fixed maturity securities							
Fixed maturity securities	Fixed maturity securities	\$ 0.1	\$ (0.3)	\$ 5.2	\$ (81.3)	\$ 5.0	\$ (81.3)
Equity securities	Equity securities	19.4	(5.1)	—	(16.6)	(2.3)	—
Other invested assets	Other invested assets	—	—	—	(0.8)	(0.8)	—
Total investments	Total investments	\$ 19.5	\$ (5.4)	\$ 5.2	\$ (98.7)	\$ 1.9	\$ (81.3)
Total investments							
Total investments							
Nine Months Ended September 30, 2022							
Fixed maturity securities	Fixed maturity securities	\$ 2.5	\$ (1.4)	\$ (4.5)	\$ (277.8)	\$ (3.4)	\$ (277.8)
Equity securities	Equity securities	41.1	(14.0)	—	(90.4)	(63.3)	—
Other invested assets	Other invested assets	—	—	—	1.2	1.2	—
Total investments	Total investments	\$ 43.6	\$ (15.4)	\$ (4.5)	\$ (367.0)	\$ (65.5)	\$ (277.8)

(1) AOCI means Accumulated other comprehensive income or loss

Proceeds from the sales of fixed maturity securities were \$204.0 million and \$329.5 million \$32.0 million for the three and nine months ended September 30, 2023 March 31, 2024, respectively, compared to \$30.6 million and \$230.7 million \$44.8 million for the three and nine months ended September 30, 2022, respectively. March 31, 2023.

Net investment income was as follows:

	Three Months Ended September 30,	Nine Months Ended September 30,
	Three Months Ended	Three Months Ended

		Three Months Ended						Three Months Ended				
		March 31,						March 31,				
		2023	2022	2023	2022			2024		2023		
		(in millions)						(in millions)				
Fixed maturity securities	Fixed maturity securities	\$ 22.6	\$20.9	\$69.7	\$57.5							
Equity securities	Equity securities	1.6	2.1	5.2	6.6							
Other invested assets	Other invested assets	1.1	0.9	2.9	1.8							
Short-term investments	Short-term investments	0.4	—	2.1	—							
Cash equivalents and restricted cash	Cash equivalents and restricted cash	1.4	0.7	3.2	0.8							
Gross investment income	Gross investment income	27.1	24.6	83.1	66.7							
Investment expenses	Investment expenses	(1.2)	(0.9)	(2.8)	(3.9)							
Net investment income	Net investment income	\$ 25.9	\$23.7	\$80.3	\$62.8							

The Company is required by various state laws and regulations to support, through securities on deposit or otherwise, its outstanding loss reserves in certain states in which it does business. These laws and regulations govern not only the amount but also the types of securities that are eligible for deposit. As of September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, securities having a fair value of \$714.1 million \$760.6 million and \$745.9 million \$748.1 million, respectively, were on deposit. Additionally, standby letters of credit from the FHLB were in place in lieu of \$70.0 million of securities on deposit as of both September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023 (See Note 10).

Certain reinsurance contracts require the Company's funds to be held in trust for the benefit of the ceding reinsurer to secure the outstanding liabilities assumed by the Company. The fair value of fixed maturity securities and restricted cash and cash equivalents held in trust for the benefit of ceding reinsurers at both September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023 was \$2.7 million \$3.0 million.

5. Current Expected Credit Losses

Premiums Receivable

Premiums receivable balances are all due within one year. The Company currently determines the allowance for premiums receivable based on an internal aging schedule using collectability and historical payment patterns, as well as current and expected future market conditions to determine the appropriateness of the allowance. Historical payment patterns and future market conditions provide the basis for the estimation along with similar risk characteristics and the Company's business strategy, which have not changed significantly over time. Changes in the allowance for CECL are recorded through underwriting and general and administrative expenses.

The table below shows the changes in CECL on premiums receivable.

		Three Months Ended		Nine Months Ended	
		September 30,		September 30,	
		2023	2022	2023	2022
		(in millions)			

		Three Months Ended				Three Months Ended				Three Months Ended			
		March 31, 2024				2024				March 31, 2023			
		(in millions)								(in millions)			
Beginning balance of CECL on premiums receivable	Beginning balance of CECL on premiums receivable	\$ 15.2	\$ 9.7	\$12.8	\$10.3								
Net change in CECL provision	Net change in CECL provision	3.7	2.8	10.9	6.6								
Write-offs charged against CECL	Write-offs charged against CECL	(0.7)	(0.1)	(1.9)	(1.9)								
Recoveries collected	Recoveries collected	(2.0)	(1.4)	(5.6)	(4.0)								
Ending balance of CECL on premiums receivable	Ending balance of CECL on premiums receivable	\$ 16.2	\$11.0	\$16.2	\$11.0								

Reinsurance Recoverable

In assessing an allowance for reinsurance assets, which includes reinsurance recoverables and contingent commission receivables, the Company considers historical information, financial strength of reinsurers, collateralization amounts, and ratings to determine the appropriateness of the allowance. Historically, the Company has not experienced a credit loss from reinsurance transactions. In assessing future default, the Company evaluated the CECL allowance for CECL under the ratings-based method using the A.M. Best's Average Cumulative Net Impairment Rates. Reinsurer ratings are also assessed through this process. Changes in the allowance for CECL are recorded through underwriting and general and administrative expenses.

The table below shows the changes in CECL on reinsurance recoverables.

		Three Months Ended		Nine Months Ended	
		September 30, 2023		September 30, 2022	
		2023	2022	2023	2022
		(in millions)			

		Three Months Ended				Three Months Ended				Three Months Ended			
		March 31, 2023				March 31, 2022				March 31, 2021			

2024		2024				2023			
(in millions)						(in millions)			
Beginning balance of CECL on reinsurance recoverables	Beginning balance of CECL on reinsurance recoverables	\$	0.9	\$0.6	\$0.9	\$0.6			
Net change in CECL provision	Net change in CECL provision		—	—	—	—			
Ending balance of CECL on reinsurance recoverables	Ending balance of CECL on reinsurance recoverables	\$	0.9	\$0.6	\$0.9	\$0.6			
Ending balance of CECL on reinsurance recoverables									
Ending balance of CECL on reinsurance recoverables									

Investments

The Company assesses all AFS debt securities in an unrealized loss position for CECL. The Company first assesses whether it intends to sell, or it is more likely than not that it will be required to sell, the security before recovery of its amortized cost basis. If either of the criteria is met, the security's amortized cost basis is written down to its fair value. For AFS debt securities that do not meet either criteria, the Company evaluates whether the decline in fair value has resulted from credit losses or other factors. In making this assessment, management considers the extent to which fair value is less than amortized cost, any changes to the rating of the security by a rating agency, and adverse conditions specifically related to the security, among other factors. Any

impairment that has not been recorded through an allowance for CECL credit losses is recognized in Accumulated other comprehensive loss on the Company's Consolidated Balance Sheets. Changes in the allowance for CECL are recorded through realized capital losses.

As of September 30, 2023 March 31, 2024, the Company established an aggregate allowance for CECL in the amount of \$3.2 million. For the Company's investments in fixed-income fixed maturity debt securities, the allowance for CECL was determined by: (i) observing the credit characteristics of those debt securities that may have demonstrated a credit loss as of that date and by comparing the present value of cash flows expected to be collected to its amortized cost basis; and (ii) observing the credit characteristics of those debt securities that are expected to demonstrate a credit loss in the future by comparing the present value of cash flows expected to be collected to its amortized cost basis. The expected present value of cash flows are calculated using scenario based credit loss models derived from the discounted cash flows under the Comprehensive Capital Analysis Review framework, which is adopted by the Federal Reserve.

As of September 30, 2023 March 31, 2024, the Company did not intend to sell any of its AFS debt securities in which its amortized cost exceeded its fair value.

Accrued interest receivable on AFS debt securities totaled \$18.5 million \$16.5 million at September 30, 2023 March 31, 2024 and is excluded from the estimate of CECL credit losses based on historically timely payments.

The table below shows the changes in the allowance for CECL on available-for-sale AFS securities.

Three Months Ended		Nine Months Ended	
September 30, 2023		September 30, 2022	
2023	2022	2023	2022
(in millions)			
Three Months Ended		Three Months Ended	

	Three Months Ended							
	March 31,				March 31,			
	2024				2023			
	(in millions)				(in millions)			
Beginning balance of CECL on AFS securities	Beginning balance of CECL on AFS securities	\$	4.3	\$10.0	\$4.5	\$0.2		
Net change in CECL provision	Net change in CECL provision	(0.2)	(5.2)	0.2	4.7			
Reductions in allowance from disposals	Reductions in allowance from disposals	(0.9)	—	(1.5)	—			
Recoveries of amounts previously written off	Recoveries of amounts previously written off	—	(0.1)	—	(0.2)			
Recoveries of amounts previously written off	Recoveries of amounts previously written off							
Ending balance of CECL on AFS securities	Ending balance of CECL on AFS securities	\$	3.2	\$	4.7	\$3.2	\$4.7	

6. Property and Equipment

Property and equipment consists of the following:

	As of March 31,		As of March 31,		As of December 31,	
	2024		2024		2023	
	(in millions)		(in millions)		(in millions)	
	As of September 30,	As of December 31,				
	2023	2022				
	(in millions)					
Furniture and equipment						
Furniture and equipment						
Furniture and equipment	Furniture and equipment	\$	1.8	\$	3.3	
Leasehold improvements	Leasehold improvements		0.6		5.0	
Computers and software	Computers and software		44.9		47.6	
Automobiles	Automobiles		0.7		0.8	
Property and equipment, gross	Property and equipment, gross		48.0		56.7	

Total	Total				
lease	lease				
expense	expense	\$0.2	\$1.0	\$1.4	\$2.7

As of September 30, 2023 March 31, 2024, the weighted average remaining lease term for operating leases was 3.9 3.8 years and for finance leases was 2.1 1.7 years. The weighted average discount rate was 0.6% 1.3% and 7.4% for operating and finance leases, respectively.

Maturities of lease liabilities were as follows:

		As of September 30, 2023			
		Operating Leases	Finance Leases		
		(in millions)			
2023		\$	0.4	\$	—
		As of March 31, 2024		As of March 31, 2024	
		Operating Leases		Operating Leases	Finance Leases
		(in millions)		(in millions)	
2024	2024		1.5	0.1	
2025	2025		1.3	0.1	
2026	2026		0.9	—	
2027	2027		0.9	—	
2028					
Thereafter	Thereafter		0.2	—	
Total	Total				
lease	lease				
payments	payments		5.2	0.2	
Less:	Less:				
imputed	imputed				
interest	interest		(0.1)	—	
Total	Total	\$	5.1	\$	0.2

Supplemental balance sheet information related to leases was as follows:

		As of			
		As of September 30, 2023	December 31, 2022		
		(in millions)			
		As of March 31, 2024	As of March 31, 2024	As of December 31, 2023	
		(in millions)		(in millions)	
Operating leases:	Operating leases:				
Operating lease right-of-use asset					
Operating lease right-of-use asset					
Operating lease right-of-use asset	Operating lease right-of-use asset	\$	4.3	\$	11.5
Operating lease liability	Operating lease liability		5.1		13.6
Finance leases:	Finance leases:				

Property and equipment, gross	Property and equipment, gross	0.7	0.8
Property and equipment, gross	Property and equipment, gross		
Accumulated depreciation	Accumulated depreciation	(0.4)	(0.4)
Property and equipment, net	Property and equipment, net	0.3	0.4
Other liabilities	Other liabilities	\$ 0.2	\$ 0.4

Supplemental cash flow information related to leases was as follows:

	Nine Months Ended	
	September 30,	
	2023	2022
	(in millions)	
Cash paid for amounts included in the measurement of lease liabilities:		
Operating cash flows used for operating leases	\$ 1.3	\$ 2.5
Financing cash flows used for finance leases	0.2	0.1

Lease Exit and Disposal Costs

During the nine months ended September 30, 2023, the Company recorded a non-recurring charge in connection with the early termination of the lease associated with the Company's former corporate headquarters in Reno, Nevada. This charge included a one-time lease termination payment of \$7.6 million, a write-off related to remaining leasehold improvements and furniture and equipment of \$2.6 million, and estimated miscellaneous expenses associated with exiting the property of \$0.2 million. The Company also recognized a lease termination gain pertaining to the elimination of the lease liability net of the right-of-use asset of \$1.0 million, which amount is included in Other expenses on the Company's Consolidated Statements of Comprehensive Income (Loss). The decision to terminate this operating lease was undertaken as part of an ongoing review of the Company's current and future facility needs.

	Three Months Ended	
	March 31,	
	2024	2023
	(in millions)	
Cash paid for amounts included in the measurement of lease liabilities:		
Operating cash flows used for operating leases	\$ 0.3	\$ 0.6
Financing cash flows used for finance leases	—	0.1

7. Income Taxes

The Company's effective tax rate for the three and nine months ended September 30, 2023 March 31, 2024 was 19.5% and 19.7%, respectively, 19.8% and the Company's effective tax rate for the three months ended September 30, 2022 March 31, 2023 was 19.7% 18.6%. The Company's effective tax rate for the nine months ended September 30, 2022 was not meaningful. The effective rates during each of the periods presented included income tax benefits and exclusions associated with tax-advantaged investment income, LPT adjustments, and deferred gain amortization.

The Inflation Reduction Act of 2022 added a new IRC section, Section 4501, that imposes a 1% excise tax on stock repurchases on publicly traded companies that occurred after December 31, 2022. The Company's excise tax obligation is \$0.7 million at March 31, 2024, which is included in treasury stock, on its Consolidated Balance Sheets.

8. Liability for Unpaid Losses and Loss Adjustment Expenses

The following table represents a reconciliation of changes in the liability for unpaid losses and LAE.

Three Months Ended
Three Months Ended
Three Months Ended

		Three Months Ended September 30,		Nine Months Ended September 30,	
		2023	2022	2023	2022
		(in millions)			
Unpaid losses and LAE at beginning of period	Unpaid losses and LAE at beginning of period	\$1,927.2	\$1,972.8	\$1,960.7	\$1,981.2
Less reinsurance recoverable, excluding CECL allowance, on unpaid losses and LAE	Less reinsurance recoverable, excluding CECL allowance, on unpaid losses and LAE	436.2	462.4	445.4	476.9
Less reinsurance recoverable, excluding CECL allowance, on unpaid losses and LAE					
Less reinsurance recoverable, excluding CECL allowance, on unpaid losses and LAE					
Net unpaid losses and LAE at beginning of period					
Net unpaid losses and LAE at beginning of period					
Net unpaid losses and LAE at beginning of period	Net unpaid losses and LAE at beginning of period	1,491.0	1,510.4	1,515.3	1,504.3
Losses and LAE, net of reinsurance, incurred during the period related to:	Losses and LAE, net of reinsurance, incurred during the period related to:				
Losses and LAE, net of reinsurance, incurred during the period related to:					
Losses and LAE, net of reinsurance, incurred during the period related to:					
Current period					
Current period					
Current period	Current period	116.9	114.6	338.7	316.3
Prior periods	Prior periods	(0.1)	(0.3)	(20.0)	(10.3)
Prior periods					
Prior periods					
Total net losses and LAE incurred during the period					

Total net losses and LAE incurred during the period					
Total net losses and LAE incurred during the period	Total net losses and LAE incurred during the period	116.8	114.3	318.7	306.0
Paid losses and LAE, net of reinsurance, related to:	Paid losses and LAE, net of reinsurance, related to:				
Paid losses and LAE, net of reinsurance, related to:					
Paid losses and LAE, net of reinsurance, related to:					
Current period					
Current period	Current period	32.0	27.3	64.1	50.4
Prior periods	Prior periods	89.0	73.9	283.1	236.4
Prior periods					
Prior periods					
Total net paid losses and LAE during the period					
Total net paid losses and LAE during the period					
Total net paid losses and LAE during the period	Total net paid losses and LAE during the period	121.0	101.2	347.2	286.8
Ending unpaid losses and LAE, net of reinsurance	Ending unpaid losses and LAE, net of reinsurance	1,486.8	1,523.5	1,486.8	1,523.5
Ending unpaid losses and LAE, net of reinsurance					
Ending unpaid losses and LAE, net of reinsurance					
Reinsurance recoverable, excluding CECL allowance, on unpaid losses and LAE					
Reinsurance recoverable, excluding CECL allowance, on unpaid losses and LAE					
Reinsurance recoverable, excluding CECL allowance, on unpaid losses and LAE	Reinsurance recoverable, excluding CECL allowance, on unpaid losses and LAE	426.6	456.4	426.6	456.4
Unpaid losses and LAE at end of period	Unpaid losses and LAE at end of period	\$1,913.4	\$1,979.9	\$1,913.4	\$1,979.9

Unpaid losses and LAE at
end of period

Unpaid losses and LAE at
end of period

Total net losses and LAE included in the above table exclude amortization of the deferred reinsurance gain—LPT Agreement and LPT Contingent Commission Adjustments, which totaled \$1.9 million \$2.1 million and \$2.1 million \$2.0 million for the three months ended September 30, 2023 March 31, 2024 and 2022, respectively, and \$5.9 million and \$6.3 million for the nine months ended September 30, 2023 and 2022, 2023, respectively (see Note 9).

The change in incurred losses and LAE attributable to prior periods for the three months ended September 30, 2023 represented March 31, 2024 and 2023, included \$0.1 million and \$0.2 million of net favorable loss reserve development on the Company's assigned risk business. The change in incurred losses and LAE attributable to prior periods for the nine months ended September 30, 2023 represented net favorable loss reserve development recognized on the Company's voluntary business. The net loss reserve development recognized on voluntary business, during the nine months ended September 30, 2023 resulted from favorable loss experience.

The change in incurred losses and LAE attributable to prior periods for respectively. For each of the three months ended September 30, 2022 represented net favorable March 31, 2024 and 2023, the Company did not recognize any prior accident year loss reserve development on the Company's assigned its voluntary risk business. The change These determinations were made in incurred losses light of: (i) a full actuarial study not being performed during the periods; and LAE attributable to (ii) the amount of indicated net prior periods for the nine months ended September 30, 2022 represented \$9.6 million of net favorable development recognized on the Company's voluntary business, with the remaining balance relating to assigned risk business. The net year loss reserve development recognized on voluntary business during the nine months ended September 30, 2022 resulted from favorable loss experience. was consistent with our expectations.

9. LPT Agreement

The Company is party to the LPT Agreement under which \$1.5 billion in liabilities for losses and LAE related to claims incurred by the Fund prior to July 1, 1995 were reinsured for consideration of \$775.0 million. The LPT Agreement provides coverage up to \$2.0 billion. The Company records its estimate of contingent profit commission in the accompanying Consolidated Balance Sheets as Contingent commission receivable—LPT Agreement and a corresponding liability is recorded in the accompanying Consolidated Balance Sheets in Deferred reinsurance gain—LPT Agreement. The Deferred Gain is being amortized using the recovery method. Amortization is determined by the proportion of actual reinsurance recoveries to total estimated recoveries over the life of the LPT Agreement, except for the contingent profit commission, which is amortized through June 30, 2024, the date through which the Company is entitled to receive a contingent profit commission under the LPT Agreement. The amortization is recorded in losses and LAE incurred in the accompanying Consolidated Statements of Comprehensive Income (Loss). Any adjustments to the Deferred Gain are recorded in losses and LAE incurred in the accompanying Consolidated Statements of Comprehensive Income (Loss).

The Company amortized \$1.9 million and \$2.1 million \$2.0 million of the Deferred Gain for the three months ended September 30, 2023 March 31, 2024 and 2022, respectively, and \$5.9 million and \$6.3 million for the nine months ended September 30, 2023 and 2022, 2023, respectively. The remaining Deferred Gain was \$100.2 million \$97.2 million and \$106.1 million \$99.2 million as of September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, respectively. Additionally, the Company recognized \$0.2 million of favorable LPT Contingent Commission Adjustments as of March 31, 2024. The estimated remaining liabilities subject to the LPT Agreement were \$294.4 million \$287.1 million and \$308.6 million \$291.7

million as of September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, respectively. Losses and LAE paid with respect to the LPT Agreement totaled \$873.0 million \$882.2 million and \$858.9 million \$877.6 million from inception through September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, respectively.

10. FHLB Advances, Notes Payable and Other Financing Arrangements

On December 15, 2020, EHI entered into a Credit Agreement (the Credit Agreement) with a syndicate of financial institutions. The Credit Agreement provides for a \$75.0 million three-year revolving credit facility and is guaranteed by EHI's wholly- owned subsidiaries, Employers Group, Inc. and Cerity Group, Inc. Borrowings under the Credit Agreement may be used for working capital and general corporate purposes of EHI and its subsidiaries. Pursuant to the Credit Agreement, EHI also has an option to request an increase of the credit available under the facility up to a maximum facility amount of \$125.0 million, subject to the consent of lenders and the satisfaction of certain conditions.

On February 16, 2023, the Credit Agreement was amended (the Amended Credit Agreement) to: (i) formally replace the Eurodollar interest rate option with an Adjusted Term Secured Overnight Financing Rate (SOFR) option; (ii) amend the definition of "net worth," as referred to within the Amended Credit Agreement; and (iii) amend the minimum consolidated net worth covenant for fiscal quarters ending after September 30, 2022.

The interest rates applicable to loans made under the Amended Credit Agreement are based on, at EHI's option, a base rate plus a specified margin, ranging from 0.25% to 1.25%, or the Adjusted Term SOFR rate plus a specified margin, ranging from 1.25% to 2.25%. In addition, EHI will pay a fee on each lender's unused commitment, ranging from 0.20% to 0.50%. The applicable margin and the amount of such commitment fee vary based upon the financial strength rating of EHI's insurance subsidiaries as most recently announced by A.M. Best or EHI's debt to total capitalization ratio if such financial strength rating is not available. Interest paid and/or fees incurred pursuant to the Amended Credit Agreement or Credit Agreement, as applicable, was \$0.1 million for each of the three months ended September 30, 2023 and 2022, and \$0.3 million for each of the nine months ended September 30, 2023 and 2022.

The Amended Credit Agreement contains covenants that require EHI and its consolidated subsidiaries to maintain: (i) a minimum consolidated net worth of no less than \$900.0 million; and (ii) a debt to total capitalization ratio of no more than 35%, in each case as determined in accordance with the Amended Credit Agreement. Through September 30, 2023, EHI has remained in compliance with all of the covenants associated with this credit facility since its inception.

EHI incurred \$0.7 million in debt issuance costs in connection with the credit facility, which are being amortized over the three-year life of the facility in Interest and Financing expenses. The annual commitment and administrative fee on the unused portion of the facility is 0.30%, for a maximum of \$225,000, and an annual agency fee of \$25,000. Advances can be repaid at any time without prepayment penalties or additional fees. EHI had no borrowings outstanding under the Amended Credit Agreement at any time during the nine months ended September 30, 2023.

Other financing arrangements are comprised of the following:

All of the Company's insurance subsidiaries are members of the FHLB. Membership allows the insurance subsidiaries access to collateralized advances, which may be used to support and enhance liquidity management. The amount of advances that may be taken is dependent on statutory admitted assets on a per company basis.

During 2022, the Company's insurance subsidiaries, with the exception of CIC, had received aggregate advances of \$182.5 million under the FHLB Standard Credit Program, of which \$40.4 million remained outstanding at September 30, 2023. The proceeds from these advances were used to purchase an equivalent amount of high-quality collateralized loan obligation securities. As of September 30, 2023, the Company's weighted average annual interest rate on these advances was 5.06%. Interest paid during the three and nine months ended September 30, 2023 was \$0.9 million and \$4.8 million, respectively, and \$1.0 million and \$1.2 million of the three and nine months ended September 30, 2022, respectively. During the three and nine months ended September 30, 2023, the Company's insurance subsidiaries repaid \$65.3 million and \$142.1 million of their advances under the FHLB Standard Credit Program. Advances can be repaid at any time without penalty and are collateralized by eligible investment securities.

FHLB membership also allows the Company's insurance subsidiaries access to standby letters of credit (Letter of Credit Agreements). Letter of Credit Agreements may only be used to satisfy, in whole or in part, insurance deposit requirements with the State of California and must be fully secured with eligible collateral at all times. Letter of Credit Agreements are subject to annual maintenance charges and a fee of 15 basis points on issued amounts. As of both March 31, 2024 and December 31, 2023, letters of credit totaling \$70.0 million, were issued in lieu of securities on deposit with the State of California under these Letter of Credit Agreements. The Letter of Credit Agreements currently in effect expire on March 31, 2024 March 31, 2025, and will remain evergreen with automatic one-year extensions unless the FHLB notifies the beneficiary at least 60 days prior to the then applicable expiration date of its election not to renew. The Letter of Credit Agreements may only be used to satisfy, in whole or in part, insurance deposit requirements with the State of California and are fully secured with eligible collateral at all times. The Letter of Credit Agreements are subject to annual maintenance charges and a fee of 15 basis points on issued amounts. As of both September 30, 2023 and December 31, 2022, letters of credit totaling \$70.0 million, were issued in lieu of securities on deposit with the State of California under these Letter of Credit Agreements.

As of September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, investment securities having a fair value of \$275.8 million \$275.1 million and \$321.2 million \$286.4 million, respectively, were pledged to the FHLB by the Company's insurance subsidiaries in support of the collateralized advance facility and the Letter of Credit Agreements.

11. Accumulated Other Comprehensive Loss

Accumulated other comprehensive loss is comprised of unrealized gains and losses on investments classified as AFS, net of deferred taxes. The following table summarizes the components of accumulated other comprehensive loss:

		September 30, 2023		December 31, 2022	
		(in millions)			
		March 31, 2024		March 31, 2024	
		(in millions)		December 31, 2023	
Net unrealized losses on investments, before taxes	Net unrealized losses on investments, before taxes	\$	(198.2)	\$	(175.8)
Deferred tax benefit on net unrealized losses	Deferred tax benefit on net unrealized losses		41.6		36.9
Total accumulated other comprehensive loss	Total accumulated other comprehensive loss	\$	(156.6)	\$	(138.9)

12. Stock-Based Compensation

The Company awarded restricted stock units (RSUs) and performance share units (PSUs) to certain employees and non-employee Directors of the Company as follows:

	Weighted Average Fair Value on		Aggregate Fair Value on Date of Grant
	Number	Date of	
	Awarded	Grant	
(in millions)			
March 2023			
	Number Awarded		
	Number Awarded		

Number Awarded		Weighted Average Fair Value on Date of Grant			Aggregate Fair Value on Date of Grant
		(in millions)			(in millions)
February 2024					
RSUs(1)					
RSUs(1)	RSUs(1)	12,732	\$ 44.27	0.6	
RSUs(1)	RSUs(1)	64,520	41.14	2.7	
PSUs(2)	PSUs(2)	81,800	41.14	3.4	
May 2023					
March 2024					
March 2024					
March 2024					
RSUs(1)	RSUs(1)	2,260	\$ 37.83	\$ 0.1	
PSUs(2)		1,220	37.83	—	
RSUs(3)		18,664	35.32	0.7	
August 2023					
RSUs(1)					
RSUs(1)	RSUs(1)	5,176	\$ 38.45	\$ 0.2	

(1) These RSUs were awarded to certain employees of the Company on two separate dates and all vest 25% on March 15, 2024, May 15, 2024 and August 15, 2024, as applicable, March 15, 2025 and each of the subsequent three anniversaries of those dates, that date.

(2) These PSUs were awarded to certain employees of the Company and have a performance period of three years. The PSU awards are subject to certain performance goals with payouts that range from 0% to 250% of the target awards. The value shown in the table represents the aggregate number of PSUs awarded at the target level.

(3) These RSUs were awarded to non-employee directors of the Company and vest in full on May 25, 2024.

Employees who are awarded RSUs and PSUs are entitled to receive dividend equivalents for eligible awards, payable in cash, when and if, the underlying award vests and becomes payable. If the underlying award does not vest or is forfeited, dividend equivalents with respect to the underlying award fail to become payable and are forfeited.

RSUs and PSUs are subject to accelerated vesting in certain circumstances, including but not limited to: death, disability, retirement, or in connection with a change of control of the Company.

There were 23,500 stock options exercised during the nine months ended September 30, 2023 and there were 41,665 stock options exercised during the nine months ended September 30, 2022, and the year ended December 31, 2022. As of September 30, 2023 March 31, 2024, the Company no longer had any stock options outstanding. During the three months ended March 31, 2023, and the year ended December 31, 2023, there were 23,500 stock options exercised.

As of September 30, 2023 March 31, 2024, the Company had 278,526 240,365 RSUs, and 203,173 208,015 PSUs (based on the target achievement for the PSUs awarded) outstanding.

13. Earnings Per Common Share

Basic earnings per share is computed by dividing net income by the weighted average number of common shares outstanding for the period. Diluted earnings per share reflects the potential dilutive impact of all common stock equivalents on earnings per share. Diluted earnings per share includes common shares assumed issued under the "treasury stock method," which reflects the potential dilution that would occur if outstanding RSUs and PSUs vested vested.

No outstanding PSUs and stock options were to RSUs are considered in the Company's diluted earnings per share computations in any period that involves a net loss because their inclusion would be exercised. anti-dilutive.

Employees who are awarded RSUs and PSUs are entitled to receive dividend equivalents for eligible awards, payable in cash, when and if, the underlying award vests and becomes payable. Therefore, these awards are not considered participating securities for the purposes of determining earnings per share.

The following table presents the net income and the weighted average number of shares outstanding used in the earnings per common share calculations.

	Three Months Ended		Nine Months Ended	
	September 30,		September 30,	
	2023	2022	2023	2022
	(in millions, except share data)			
Net income	\$ 14.0	\$ 19.1	\$ 72.5	\$ 1.3
Weighted average number of shares outstanding—basic	25,981,984	27,312,409	26,612,443	27,504,566
Effect of dilutive securities:				
PSUs	104,549	97,343	110,495	132,760

Stock options	—	6,901	2,762	12,449
RSUs	31,747	19,775	41,356	31,891
Potential dilutive shares	136,296	124,019	154,613	177,100
Weighted average number of shares outstanding—diluted	26,118,280	27,436,428	26,767,056	27,681,666

Diluted earnings per share excludes outstanding potential dilutive shares in periods where the inclusion of such securities would be anti-dilutive under the treasury stock methodology. During the three and nine months ended September 30, 2023, 12,328 and 29,860 potential dilutive shares, respectively, were excluded from the Company's diluted earnings per share computations because they were determined to be anti-dilutive. During the three and nine months ended September 30, 2022, no potential dilutive shares were excluded from the Company's diluted earnings per share computations because none were determined to be anti-dilutive.

No outstanding PSUs and RSUs are considered in the Company's diluted earnings per share computations in any period that involves a net loss because their inclusion would be anti-dilutive.

	Three Months Ended March 31,	
	2024	2023
	(in millions, except share data)	
Net income	\$ 28.3	\$ 23.6
Weighted average number of shares outstanding—basic	25,345,942	27,176,823
Effect of dilutive securities:		
PSUs	115,021	141,246
Stock options	—	8,286
RSUs	75,008	66,323
Potential dilutive shares	190,029	215,855
Weighted average number of shares outstanding—diluted	25,535,971	27,392,678

14. Segment Reporting

The Company has determined that it has two operates as a single reportable segments: segment, *Insurance Operations*, through its wholly owned subsidiaries. In the fourth quarter of 2023, the Company developed and executed an integration plan to consolidate its previously segregated direct-to-consumer operations (*Cerity*) into the Company's mainstream operations, while retaining its digital distribution capabilities. The integration plan, which will allow the Company to operate more efficiently and generate cost savings, resulted in a change in the composition of our reportable segments by eliminating any distinction for reporting purposes, including stand-alone financial statements, among our former segments, which were: *Employers* and *Cerity*. Each of these segments represents a separate and distinct underwriting platform through which the Company conducts insurance business. *Cerity*.

The nature and composition of each reportable segment and its Corporate and Other activities are as follows:

The *Employers/Insurance Operations* segment represents the traditional business offered through the EMPLOYERS brand name (*Employers*) through its agents, including business originated from its the Company's strategic partnerships and alliances.

The *Cerity* segment represents the business offered under the Cerity brand name, which includes the Company's alliances and also direct-to-customer business.

Corporate and Other activities consist of EHI expenses (which are not considered to be underwriting in nature), the financial impact of the LPT agreement (which is recorded as a reduction to Losses and loss adjustment expenses) and legacy business assumed and ceded by CIC. These expenses are not considered to be part of a reportable segment and are not otherwise allocated to a reportable segment.

The Company has determined that it is not practicable to report identifiable assets by segment since certain assets are used interchangeably among the segments.

The following table summarizes the Company's written premium and components of net income (loss) before income taxes by reportable segment.

	Employers		Cerity	Corporate and Other		Total		
	(in millions)							
Three Months Ended September 30, 2023								
Gross premiums written	\$	194.0	\$	2.2	\$	—	\$	196.2
Net premiums written		192.3		2.2		—		194.5
Net premiums earned		182.7		1.9		—		184.6
Net investment income		23.4		1.6		0.9		25.9
Net realized and unrealized losses on investments		(5.9)		(0.4)		(0.8)		(7.1)
Other income		0.1		—		—		0.1
Total revenues		200.3		3.1		0.1		203.5

Losses and loss adjustment expenses	115.5	1.3	(1.9)	114.9
Commission expense	26.6	0.1	—	26.7
Underwriting and general and administrative expenses	36.5	3.6	3.4	43.5
Interest and financing expenses	0.9	—	0.1	1.0
Total expenses	179.5	5.0	1.6	186.1
Net income (loss) before income taxes	\$ 20.8	\$ (1.9)	\$ (1.5)	\$ 17.4
Three Months Ended September 30, 2022				
Gross premiums written	\$ 187.1	\$ 1.5	\$ —	\$ 188.6
Net premiums written	185.3	1.5	—	186.8
Net premiums earned	177.9	0.8	—	178.7
Net investment income	21.4	1.2	1.1	23.7
Net realized and unrealized gains (losses) on investments	2.4	(0.3)	(0.2)	1.9
Other income	0.1	—	—	0.1
Total revenues	201.8	1.7	0.9	204.4
Losses and loss adjustment expenses	113.8	0.6	(2.1)	112.3
Commission expense	25.2	0.1	—	25.3
Underwriting and general and administrative expenses	35.7	3.4	2.8	41.9
Interest and financing expenses	1.0	—	0.1	1.1
Total expenses	175.7	4.1	0.8	180.6
Net income (loss) before income taxes	\$ 26.1	\$ (2.4)	\$ 0.1	\$ 23.8

income. The prior period has been conformed to current presentation.

		Corporate				
		Employers	Cerity	and Other	Total	
		(in millions)				
Nine Months Ended September 30, 2023						
		Insurance Operations				
		Insurance Operations				
		Insurance Operations				
		Total				
		(in millions)				
Three Months Ended March 31, 2024						
Gross premiums written						
Gross premiums written						
Gross premiums written	Gross premiums written	\$ 584.4	\$ 5.1	\$ —	\$589.5	
Net premiums written	Net premiums written	579.1	5.1	—	584.2	

Net premiums earned	Net premiums earned	529.5	4.9	—	534.4
Net premiums earned					
Net premiums earned					
Net investment income	Net investment income	72.3	5.0	3.0	80.3
Net realized and unrealized gains (losses) on investments					
Net realized and unrealized gains on investments					
Total revenues					
Total revenues					
Total revenues					
Losses and loss adjustment expenses					
Losses and loss adjustment expenses					
Losses and loss adjustment expenses					
Commission expense					
Underwriting and general and administrative expenses					
Total expenses					
Total expenses					
Total expenses					
Net income before income taxes					
Net income before income taxes					
Net income before income taxes					
Income tax expense					
Net income					
Three Months Ended March 31, 2023					
Three Months Ended March 31, 2023					
Three Months Ended March 31, 2023					
Gross premiums written					
Gross premiums written					
Gross premiums written					
Net premiums written					

Net premiums earned					
Net premiums earned					
Net premiums earned					
Net investment income					
Net realized and unrealized gains on investments					
Other (loss) income					
Other (loss) income					
Other (loss) income	Other (loss) income	(0.2)	—	—	(0.2)
Total revenues	Total revenues	612.7	9.7	2.8	625.2
Losses and loss adjustment expenses	Losses and loss adjustment expenses	315.5	3.2	(5.9)	312.8
Commission expense		73.6	0.2	—	73.8
Underwriting and general and administrative expenses		111.8	12.0	9.9	133.7
Interest and financing expenses		4.9	—	0.3	5.2
Other expenses		9.4	—	—	9.4
Total expenses		515.2	15.4	4.3	534.9
Net income (loss) before income taxes		\$ 97.5	\$ (5.7)	\$ (1.5)	\$ 90.3
Nine Months Ended September 30, 2022					
Gross premiums written		\$ 536.8	\$ 3.6	\$ —	\$540.4
Net premiums written		531.7	3.6	—	535.3
Net premiums earned		492.1	2.0	—	494.1
Net investment income		57.7	2.7	2.4	62.8
Net realized and unrealized losses on investments		(56.0)	(1.6)	(7.9)	(65.5)
Other income		0.3	—	—	0.3
Total revenues		494.1	3.1	(5.5)	491.7
Losses and loss adjustment expenses					
Losses and loss adjustment expenses	Losses and loss adjustment expenses	304.7	1.3	(6.3)	299.7
Commission expense	Commission expense	69.8	0.1	—	69.9
Underwriting and general and administrative expenses	Underwriting and general and administrative expenses	101.8	9.9	8.9	120.6

Interest and financing expenses	Interest and financing expenses	1.3	—	0.3	1.6
Total expenses	Total expenses	477.6	11.3	2.9	491.8
Total expenses					
Total expenses					
Net income (loss) before income taxes		\$ 16.5	\$ (8.2)	\$ (8.4)	\$ (0.1)
Net income before income taxes					
Net income before income taxes					
Net income before income taxes					
Income tax expense					
Net income					

Entity-Wide Disclosures

The Company operates solely within the U.S. and does not have revenue from transactions with a single policyholder accounting for 10% or more of its revenues.

In-force premiums represent the estimated annual premium on all policies that are active and in-force on such date. More specifically, in-force premiums include policy endorsements but exclude estimated final audit premiums. When adjusting for estimated final audit premium, our total in-force premiums were **\$722.1 million** **\$757.5 million**, **\$665.0 million** **\$737.5 million**, **\$649.1 million** **\$667.6 million**, and **\$613.7 million** **\$654.9 million** as of **September 30, 2023** **March 31, 2024**, **December 31, 2022** **December 31, 2023**, **September 30, 2022** **March 31, 2023**, and **December 31, 2021** **December 31, 2022**, respectively. The Company's management focuses on in-force premium because it represents premium that is available for renewal in the future. **The**

The following table shows our in-force premiums, in-force premiums including estimated final audit premium, and number of policies in-force for each of our largest states and all other states combined for the periods presented:

September 30, 2023				September 30, 2022				September 30, 2021									
December 31, 2022				December 31, 2021													
March 31, 2024										March 31, 2024				December 31, 2023		March 31, 2023	
State	State	In-force Premiums	Policies In-force	In-force Premiums	Policies In-force	In-force Premiums	Policies In-force	In-force Premiums	Policies In-force	State	In-force Premiums	Policies In-force	In-force Premiums	Policies In-force	In-force Premiums	Policies In-force	
(dollars in millions)																	
(dollars in millions)																	
California	California	\$ 301.9	43,272	\$ 279.7	42,876	\$ 272.9	42,934	\$ 258.4	40,704								
Florida	Florida	55.4	10,052	49.4	9,417	46.8	9,034	41.1	7,989								
New York	New York	31.1	7,570	27.3	7,497	26.4	7,577	24.5	7,307								
Other (43 states and D.C.)	Other (43 states and D.C.)	287.6	65,226	266.1	61,566	260.8	60,602	247.4	55,350								
Other (43 states and D.C.)																	
Other (43 states and D.C.)																	
Total in-force	Total in-force	\$ 676.0	126,120	\$ 622.5	121,356	\$ 606.9	120,147	\$ 571.4	111,350								
Estimated audit premium	Estimated audit premium	46.1	—	42.5	—	42.2	—	42.3	—								

Total in-force, including estimated audit premium	Total in-force, including estimated audit premium	\$ 722.1	126,120	\$ 665.0	121,356	\$ 649.1	120,147	\$ 613.7	111,350
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Item 2. Management's Discussion and Analysis of Consolidated Financial Condition and Results of Operations

You should read the following discussion and analysis in conjunction with our consolidated financial statements and the related notes thereto included in Item 1 of Part I. Unless otherwise indicated, all references to "we," "us," "our," "the Company," or similar terms refer to EHI, together with its subsidiaries. In this Quarterly Report on Form 10-Q, the Company and its management discuss and make statements based on currently available information regarding their intentions, beliefs, current expectations, and projections of, among other things, the Company's future performance, economic or market conditions, including the evolving nature of the COVID-19 pandemic, current levels of inflation, changes in interest rates, labor market expectations, catastrophic events or geo-political conditions, legislative or regulatory actions or court decisions, business growth, retention rates, loss costs, claim trends and the impact of key business initiatives, future technologies and planned investments. Certain of these statements may constitute "forward-looking" statements as that term is defined in the Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by the fact that they do not relate strictly to historical or current facts and are often identified by words such as "may," "will," "could," "would," "should," "expect," "plan," "anticipate," "target," "project," "intend," "believe," "estimate," "predict," "potential," "pro forma," "seek," "likely," or "continue," or other comparable terminology and their negatives. The Company and its management caution investors that such forward-looking statements are not guarantees of future performance. Risks and uncertainties are inherent in the Company's future performance. Factors that could cause the Company's actual results to differ materially from those indicated by such forward-looking statements include, among other things, those discussed or identified from time to time in the Company's public filings with the SEC, including the risks detailed in the Company's Annual Reports on Form 10-K and in Part II, Item 1A of this report. Except as required by applicable securities laws, the Company undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

Overview General

We are a Nevada holding company. Through our insurance subsidiaries, we provide workers' compensation insurance coverage to small and select small businesses primarily engaged in low-to-medium hazard industries. Workers' compensation insurance is provided under a statutory system wherein most employers are required to provide coverage for their employees' medical, disability, vocational rehabilitation, and/or death benefit costs for work-related injuries or illnesses. We provide workers' compensation insurance throughout most of the United States, with a concentration in California, where 45% of our in-force premiums are generated. Our revenues are primarily comprised consist of net premiums earned, net investment income, and net realized and unrealized gains and (losses) on investments.

The insurance industry is highly competitive, and there is significant competition in the national workers' compensation industry that is based on price and quality of services. We compete with other specialty workers' compensation carriers, state agencies, multi-line insurance companies, professional employer organizations, self-insurance funds, and state insurance pools.

We target small businesses, as we believe that this market is traditionally characterized by more attractive pricing, and stronger persistency when compared to the U.S. workers' compensation insurance industry in general. We believe we are able to can price our policies at levels that are competitive and profitable over the long-term given our expertise in underwriting and claims handling in this market segment. Our underwriting approach is to consistently underwrite small business accounts at appropriate and competitive prices without sacrificing long-term profitability and stability for short-term top-line revenue growth.

Our strategy is to pursue profitable growth opportunities across workers' compensation market cycles and maximize total investment returns within the constraints of prudent portfolio management. We pursue profitable growth opportunities by focusing on disciplined underwriting and claims management, utilizing medical provider networks designed to produce superior medical and indemnity outcomes, establishing and maintaining strong, long-term long-

term relationships with traditional and specialty insurance agencies, developing important alternative distribution channels, and offering workers' compensation solutions directly to customers.

We believe we have a cost-effective and scalable information technology infrastructure that developing complements our geographic reach and implementing new technologies and capabilities will fundamentally transform and enhance the digital experience of our workforce, customers, policyholders and agents. These new technologies and capabilities include: (i) continued investments business model. We continue to invest in new technology data analytics, and process improvement capabilities focused on improving the agent experience and enhancing agent efficiency; and (ii) the further development of digital insurance solutions, including direct-to-customer workers' compensation coverage to automate business processes and further developing collaborations with strategic digital partners. develop our data analytic capabilities, which we believe will enable us to reduce our operating costs over the long-term and set a foundation for our future needs. Our technology saves our insurance agents and brokers, and our policyholders, considerable time and maintains our competitiveness in our target markets.

We also continue to execute a number of ongoing business initiatives, including: achieving internal and customer-facing business process excellence; further diversifying our risk exposure across geographic markets and economic sectors, when appropriate; appetite expansion; and utilizing a multi-company pricing platform and territory-specific pricing.

The insurance industry is highly competitive, and there is significant competition in the national workers' compensation industry that is based on price and quality of services. We compete with other specialty workers' compensation carriers, state agencies, multi-line insurance companies, professional employer organizations, self-insurance funds, and state insurance pools.

The effects of lingering U.S. labor market shortages impacting certain employer classifications that we insure, inflationary pressures, volatility and credit concerns in certain financial and banking markets, monetary and fiscal policy measures, overall general economic instability and residual effects of the COVID-19 pandemic have, at times, caused disruptions in business activity. All states, including California, where we generated 45% of our in-force premiums as of September 30, 2023, have experienced adverse economic impacts from these effects. Also, certain classes of business that we insure can be adversely and disproportionately affected by these challenges.

We closed another quarter with a record number of policies in-force. Our year-over-year new and renewal business premiums have increased, which is driving our premium growth. As labor market shortages improve and wage inflation continues, we anticipate that rising payrolls will continue to bring further improvement to our top line.

We continually review and adjust to changes in our policyholders' payrolls, economic conditions, and seasonality, as experience develops or new information becomes known. Any such adjustments are included in our current operations and are made periodically through mid-term endorsements and/or premium audits. We recognized \$7.4 million of audit premium pick-up during the third quarter ended September 30, 2023, as our payroll exposure increased.

Increases in market interest rates throughout 2022 and the first nine months of 2023 have negatively impacted the fair value of our fixed maturity investments. The negative impacts to our fixed maturity investments experienced in 2022 and thus far in 2023 have consisted primarily of unrealized investment losses. Conversely, the dramatic increases in market interest rates experienced throughout 2022 and the first nine months of 2023 have favorably impacted our net investment income.

While we have no international operations, recent geo-political uncertainties, including impacts from ongoing conflicts between Russia and Ukraine and those in the Middle East, have indirectly impacted the value of our investment portfolio, and may continue to impact our investment portfolio in the future.

Results of Operations

Our results of operations are as follows:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2023	2022	2023	2022
	(in millions)			
Gross premiums written	\$ 196.2	\$ 188.6	\$ 589.5	\$ 540.4
Net premiums written	\$ 194.5	\$ 186.8	\$ 584.2	\$ 535.3
Net premiums earned	\$ 184.6	\$ 178.7	\$ 534.4	\$ 494.1
Net investment income	25.9	23.7	80.3	62.8
Net realized and unrealized (losses) gains on investments	(7.1)	1.9	10.7	(65.5)
Other income (loss)	0.1	0.1	(0.2)	0.3
Total revenues	203.5	204.4	625.2	491.7
Losses and LAE	114.9	112.3	312.8	299.7
Commission expense	26.7	25.3	73.8	69.9
Underwriting and general and administrative expenses	43.5	41.9	133.7	120.6
Interest and financing expenses	1.0	1.1	5.2	1.6
Other expenses	—	—	9.4	—
Total expenses	186.1	180.6	534.9	491.8
Income tax expense (benefit)	3.4	4.7	17.8	(1.4)
Net income	\$ 14.0	\$ 19.1	\$ 72.5	\$ 1.3

Overview

Summary Financial Results

Our net income was \$14.0 million and \$72.5 million \$28.3 million for the three and nine months ended September 30, 2023, respectively, March 31, 2024 compared to \$19.1 million and \$1.3 million \$23.6 million for the corresponding periods period of 2022, 2023. The key factors that affected our financial performance during the three and nine months ended September 30, 2023 March 31, 2024, compared to the same periods period of 2022, 2023, included:

- Net premiums earned increased 7.1%;
- Losses and LAE increased 8.5%;
- Underwriting income (loss) from our operating segments and general and administrative expenses increased 3.2%;
- Underwriting loss of \$1.0 million and \$18.1 million \$2.9 million, compared to \$(0.1) million and \$6.5 million, respectively; \$2.5 million;
- Net investment income of \$25.9 million and \$80.3 million \$26.8 million, compared to \$23.7 million \$27.6 million; and \$62.8 million, respectively;
- Net realized and unrealized (losses) gains on investments of \$(7.1) million and \$10.7 million \$11.4 million, compared to \$1.9 million \$6.4 million.

Three Months Ended March 31, 2024

Our underwriting results reflect a 7% increase in net premiums earned, compared to the first quarter of 2023, due to higher new and \$(65.5) million, respectively; renewal business premiums. Our investment results benefited from strong and steady net investment income and moderate net realized and unrealized gains.

Other expenses Three Months Ended March 31, 2023

Our underwriting results reflect a 15% increase in net premiums earned, compared to the first quarter of \$9.4 million incurred during 2022, due to higher new and renewal business premiums and strong final audit premiums. Our investment results benefited from strong and steady net investment income and moderate net realized and unrealized gains.

Our consolidated financial results of operations for the nine three months ended September 30, 2023 March 31, 2024 and 2023 are as follows:

	Three Months Ended March 31,	
	2024	2023
	(in millions)	

Gross premiums written	\$ 210.9	\$ 194.9
Net premiums written	\$ 209.1	\$ 193.1
Net premiums earned	\$ 184.9	\$ 172.7
Net investment income	26.8	27.6
Net realized and unrealized gains on investments	11.4	6.4
Other income (loss)	—	(0.2)
Total revenues	223.1	206.5
<i>Underwriting expenses:</i>		
Losses and LAE	116.5	107.4
Commission expense	25.5	23.4
Underwriting and general and administrative expenses	45.8	44.4
<i>Non-underwriting expenses:</i>		
Interest and financing expenses	—	2.3
Total expenses	187.8	177.5
Net income before income taxes	35.3	29.0
Income tax expense	7.0	5.4
Net income	\$ 28.3	\$ 23.6

I. Review of Underwriting Results

Underwriting income or loss is determined by deducting losses and LAE, commission expenses, and underwriting and general and administrative expenses from net premiums earned. Our underwriting results for the three months ended March 31, 2024 and 2023 are as follows:

	Three Months Ended	
	March 31,	
	2024	2023
	(in millions)	
Gross premiums written	\$ 210.9	\$ 194.9
Net premiums written	\$ 209.1	\$ 193.1
Net premiums earned	\$ 184.9	\$ 172.7
Losses and LAE	116.5	107.4
Commission expense	25.5	23.4
Underwriting and general and administrative expenses	45.8	44.4
Total underwriting expenses	187.8	175.2
Underwriting loss	\$ (2.9)	\$ (2.5)
Total impact of the LPT	2.1	2.0
Underwriting loss excluding LPT ⁽¹⁾	\$ (0.8)	\$ (0.5)
Loss and LAE ratio	63.0 %	62.2 %
Commission expense ratio	13.8	13.5
Underwriting expense ratio	24.8	25.7
Combined ratio	101.6 %	101.4 %
Total impact of the LPT	1.1 %	1.1 %
Combined ratio excluding LPT ⁽¹⁾	102.7 %	102.6 %

(1) The LPT Agreement is a non-recurring (loss portfolio transfer) transaction that does not result in connection with any significant ongoing benefits to the early lease termination Company. We provide our underwriting income and combined ratios excluding the effects of the LPT because we believe that these measures are useful in providing investors, analysts and other interested parties a meaningful understanding of our former corporate headquarters ongoing underwriting performance and provides them with a consistent basis for comparison with other companies in our industry. In addition, we believe that these non-GAAP measures, as presented, are helpful to our management in identifying trends in our performance because the LPT has limited significance to our current and ongoing operations.

Summary of Consolidated Financial Results

Gross Premiums Written

Gross premiums written were \$196.2 million and \$589.5 million \$210.9 million for the three and nine months ended September 30, 2023, respectively, March 31, 2024 compared to \$188.6 million and \$540.4 million \$194.9 million for the corresponding periods period of 2022, 2023. The year-over-year changes were primarily related to growth in new business premiums we experienced is the result of an increase in new submissions, quotes and binds in the majority of the states in which we operate, which is being largely driven by the expansion in the classes of business that we offer. As a result of these continued initiatives, we closed another quarter with a record number of policies in-force. In addition, our Employers segment. See "—Summary of Financial Results by Segment —Employers" renewal premiums benefited from continued strong retention rates during the three months ended March 31, 2024.

Net Premiums Written

Net premiums written are gross premiums written less reinsurance premiums ceded. For each of the periods presented, the reinsurance premiums ceded related to our July 1 - June 30 annual reinsurance programs as further described herein.

Net premiums written were \$209.1 million for the three months ended March 31, 2024, compared to \$193.1 million for the corresponding period of 2023. Reinsurance premiums ceded were \$1.8 million for each of the three months ended March 31, 2024 and March 31, 2023.

Net Premiums Earned

Net premiums earned are primarily a function of the amount and timing of net premiums previously written.

Net Investment Income and Net Realized and Unrealized Gains and Losses on Investments

We invest in fixed maturity securities, equity securities, other invested assets, short-term investments, and cash equivalents. Net investment income includes interest and dividends premiums earned on our invested assets and amortization of premiums and discounts on our fixed maturity securities, less bank service charges and custodial and portfolio management fees.

Net investment income increased 9.3% and 27.9% for the three and nine months ended September 30, 2023, respectively, compared to the same periods of 2022. These increases were due to higher bond yields, partially offset by lower invested balances of fixed maturity securities and short-term investments, as measured by amortized cost. Realized and unrealized gains and losses on our investments are reported separately from our net investment income. Realized gains and losses on investments include the gain or loss on a security at the time of sale compared to its original or adjusted cost (equity securities) or amortized cost (fixed maturity securities). Realized losses are also recognized for changes in our CECL allowance or when securities are written down as a result of an other-than-temporary impairment. Changes in the fair value of equity securities and other invested assets are also included in Net realized and unrealized (losses) gains on investments on our Consolidated Statements of Comprehensive Income (Loss).

Net realized and unrealized (losses) gains on investments were \$(7.1) million and \$10.7 million for the three and nine months ended September 30, 2023, compared to \$1.9 million and \$(65.5) million for the corresponding periods of 2022. The net realized and unrealized gains (losses) on investments \$184.9 million for the three months ended September 30, 2023 and 2022 included \$5.9 million and \$3.1 million of net realized and unrealized losses on equity securities and other investments, respectively, and \$(1.2) million and \$5.0 million of net realized (losses) gains losses on fixed maturity securities, respectively. The net realized and unrealized gains (losses) on investments March 31, 2024, compared to \$172.7 million for the nine months ended September 30, 2023 and 2022 included \$13.6 million and \$(62.1) million corresponding period of net realized and unrealized gains (losses) on equity securities and other investments, respectively, and \$2.9 million and \$3.4 million of net realized losses on fixed maturity securities, respectively, 2023.

The net investment gains and losses on our equity securities during the three and nine months ended September 30, 2023 were largely consistent with the performance of U.S. equity markets. The net realized investment losses on our fixed maturity securities during the three and nine months ended September 30, 2023 were largely concentrated in certain holdings in the financial and banking sectors and were partially offset by decreases of \$1.1 million and \$1.3 million in our allowance for CECL, respectively.

The net investment losses on our equity securities and other investments and net realized investment gains and losses on our fixed maturity securities during the three and nine months ended September 30, 2022 were primarily the result of significant volatility in financial markets resulting from increasing inflationary concerns, rising market interest rates and geo-political events. The net realized investment gains and losses on our fixed maturity securities for the three and nine months ended September 30, 2022 included a net increase (decrease) of \$5.2 million and \$(4.5) million in our allowance for CECL, respectively.

Additional information regarding our Investments is set forth under "—Liquidity and Capital Resources—Investments."

Other Income (Loss)

Other income (loss) consists of net gains and losses on fixed assets, non-investment interest, and other miscellaneous items.

Losses and LAE, Commission Expenses, and Underwriting Expenses

The following table presents our calendar year combined ratios:

	Three Months Ended	
	March 31,	
	2024	2023
Loss and LAE ratio excluding LPT	64.1 %	63.3 %
Loss and LAE ratio - LPT	(1.1)	(1.1)
Commission expense ratio	13.8	13.5
Underwriting expense ratio	24.8	25.7
Combined ratio	101.6 %	101.4 %
Combined ratio excluding LPT	102.7 %	102.5 %

Losses and LAE represents our largest expense item and includes claim payments made, amortization of the Deferred Gain, LPT Reserve Adjustments, LPT Contingent Commission Adjustments, estimates for future claim payments and changes in those estimates for current and prior periods, and costs associated with investigating, defending, and

adjusting claims. The quality of our financial reporting depends in large part on accurately predicting our losses and LAE, which are inherently uncertain as they are estimates of the ultimate cost of individual claims based on actuarial estimation techniques.

Our current accident year loss estimate continues to consider, and benefit from, overall declines in the on-leveled frequency of compensable indemnity claims. We believe that our current accident year loss estimate is adequate; however, ultimate losses will not be known with any certainty for many years. Total claims costs have also been reduced by cost savings associated with our continued focus on accelerating claims settlements.

Commission Expenses

Commission expenses include direct commissions to our agents and brokers, including our partnerships and alliances, for the premiums that they produce for us, as well as agency incentive payments, other marketing costs, and fees.

Underwriting and General and Administrative Expenses

Underwriting expenses represent those costs that we incur to underwrite and maintain the insurance policies we issue, excluding commissions. Direct underwriting expenses, such as premium taxes, policyholder dividends, and those expenses that vary directly with the production of new or renewal business, are recognized as the associated premiums are earned. Indirect underwriting expenses, such as the operating expenses of each of the Company's subsidiaries, do not vary directly with the production of new or renewal business and are recognized as incurred.

General and administrative expenses, which consist entirely of EHI expenses, are excluded from the underwriting expense ratios of our reportable segments.

Interest and Financing Expenses

Interest and financing expenses include fees and interest associated with our \$75.0 million three-year revolving credit facility, fees and interest associated with our various credit arrangements with the FHLB, finance lease interest, and other financing fees.

Other Expenses

During the nine months ended September 30, 2023, we recorded a non-recurring charge in connection with the early termination of the lease associated with our former corporate headquarters in Reno, Nevada. This charge included a one-time lease termination payment of \$7.6 million, a write-off related to remaining leasehold improvements and furniture and equipment of \$2.6 million, and estimated miscellaneous expenses associated with exiting the property of \$0.2 million. We also recognized a lease termination gain pertaining to the elimination of the lease liability net of the right-of-use asset of \$1.0 million. The decision to terminate this operating lease was undertaken as part of an ongoing review of our current and future facility needs.

Income Tax Expense (Benefit)

Income tax expense (benefit) was \$3.4 million and \$17.8 million for the three and nine months ended September 30, 2023, compared to \$4.7 million and \$(1.4) million for the corresponding periods of 2022. The effective tax rates were 19.5% and 19.7% for the three and nine months ended September 30, 2023, compared to 19.7% for the corresponding period of 2022. Our effective tax rate for the nine months ended September 30, 2022 was not meaningful. The effective rates during each of the periods presented included income tax benefits and exclusions associated with tax-advantaged investment income, LPT adjustments, and deferred gain amortization.

Summary of Financial Results by Segment

EMPLOYERS

The components of net income before income taxes for our Employers' segment are set forth in the following table:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2023	2022	2023	2022
	(dollars in millions)			
Gross premiums written	\$ 194.0	\$ 187.1	\$ 584.4	\$ 536.8
Net premiums written	\$ 192.3	\$ 185.3	\$ 579.1	\$ 531.7
Net premiums earned	\$ 182.7	\$ 177.9	\$ 529.5	\$ 492.1
Net investment income	23.4	21.4	72.3	57.7
Net realized and unrealized (losses) gains on investments	(5.9)	2.4	11.1	(56.0)
Other income (loss)	0.1	0.1	(0.2)	0.3
Total revenues	200.3	201.8	612.7	494.1
Losses and LAE	115.5	113.8	315.5	304.7
Commission expense	26.6	25.2	73.6	69.8
Underwriting expenses	36.5	35.7	111.8	101.8
Interest and financing expenses	0.9	1.0	4.9	1.3
Other expenses	—	—	9.4	—
Total expenses	179.5	175.7	515.2	477.6
Net income before income taxes	\$ 20.8	\$ 26.1	\$ 97.5	\$ 16.5

Underwriting income	\$ 4.1	\$ 3.2	\$ 28.6	\$ 15.8
Combined ratio	97.8 %	98.3 %	94.6 %	96.8 %

Underwriting Results

Gross Premiums Written and Net Premiums Written

Gross premiums written were \$194.0 million and \$584.4 million for the three and nine months ended September 30, 2023, compared to \$187.1 million and \$536.8 million for the corresponding periods of 2022. The growth in new business premiums we are currently experiencing is the result of increases in new business submissions, quotes and binds in the majority of the states in which we operate, which is being largely driven by the expansion in the classes of business that Employers offers. We also recognized an additional \$7.4 million of audit premium pick-up during the three months ended September 30, 2023, as our payroll exposure increased. In addition, our renewal premiums benefited from strong retention rates experienced throughout the first nine months of 2023.

Net premiums written were \$192.3 million and \$579.1 million for the three and nine months ended September 30, 2023, compared to \$185.3 million and \$531.7 million for the corresponding periods of 2022. Reinsurance premiums ceded were \$1.7 million and \$5.3 million for the three and nine months ended September 30, 2023, compared to \$1.8 million and \$5.1 million for the corresponding periods of 2022.

Net Premiums Earned

Net premiums earned were \$182.7 million and \$529.5 million for the three and nine months ended September 30, 2023, compared to \$177.9 million and \$492.1 million for the corresponding periods of 2022.

In-force Premiums and Distribution

In-force premiums represent the estimated annual premium on all policies that are active and in-force on such date. More specifically, in-force premiums include policy endorsements but exclude estimated final audit premiums. When adjusting for estimated final audit premium, our total in-force premiums were \$714.1 million, \$660.0 million, \$645.3 million, and \$612.2 million as of September 30, 2023, December 31, 2022, September 30, 2022, and December 31, 2021, respectively.

We focus on in-force premium because it represents premium that is available for renewal in the future. The following table shows Employers' in-force premiums, including estimated final audit premium, and number of policies in-force for each of our largest states and all other states combined for the periods presented:

State	September 30, 2023		December 31, 2022		September 30, 2022		December 31, 2021	
	In-force Premiums	Policies In-force	In-force Premiums	Policies In-force	In-force Premiums	Policies In-force	In-force Premiums	Policies In-force
(dollars in millions)								
California	\$ 300.4	42,712	\$ 278.4	42,438	\$ 272.2	42,562	\$ 258.1	40,543
Florida	54.4	9,651	48.8	9,153	46.5	8,847	40.8	7,895
New York	30.0	7,224	26.9	7,257	26.2	7,366	24.5	7,178
Other (43 states and D.C.)	283.2	62,312	263.4	59,652	258.2	59,096	246.5	54,548
Total in-force	\$ 668.0	121,899	\$ 617.5	118,500	\$ 603.1	117,871	\$ 569.9	110,164
Estimated audit premium	46.1	—	42.5	—	42.2	—	42.3	—
Total in-force, including estimated audit premium	\$ 714.1	121,899	\$ 660.0	118,500	\$ 645.3	117,871	\$ 612.2	110,164

We have developed and continue to add other important and emerging distribution channels for our products and services that serve as an alternative to our strong traditional insurance agency channel. Specialty agents and distribution partners generated \$218.3 million and \$183.8 million, or 32.7% and 30.5%, of our in-force premiums as of September 30, 2023 and 2022, respectively. Our strong presence and relationships with these digital and payroll specialty entities allow us to approach new customers that we would not otherwise have access to through our traditional insurance agency distribution channel. We believe that the bundling of products and services through these relationships contributes to higher retention rates than business generated by our traditional agents, and we continue to actively seek new partnerships and alliances in these areas.

Losses and LAE, Commission Expenses, and Underwriting Expenses

The following table presents calendar year combined ratios for our Employers segment.

	Three Months Ended		Nine Months Ended	
	September 30,		September 30,	
	2023	2022	2023	2022
Loss and LAE ratio	63.2 %	64.0 %	59.6 %	61.9 %
Commission expense ratio	14.6	14.2	13.9	14.2
Underwriting expense ratio	20.0	20.1	21.1	20.7
Combined Ratio	97.8 %	98.3 %	94.6 %	96.8 %

Loss and LAE Ratio. We analyze our loss and LAE ratios on both a calendar year and accident year basis.

The calendar year loss and LAE ratio is calculated by dividing the losses and LAE recorded during the calendar year, regardless of when the underlying insured event occurred, by the net premiums earned during that calendar year. The calendar year loss and LAE ratio reflects changes made during the calendar year in reserves for losses and LAE established for insured events occurring in the current and prior years. The calendar year loss and LAE ratio for a particular year will not change in future periods.

The accident year loss and LAE ratio is calculated by dividing cumulative losses and LAE for reported events that occurred during a particular year by the net premiums earned for that year. The accident year loss and LAE ratio for a particular year can decrease or increase when recalculated in subsequent periods as the reserves established for insured events occurring during that year develop favorably or unfavorably. The accident year loss and LAE ratio is based on our statutory financial statements and is not derived from our GAAP financial information; fluctuate.

Our calendar year loss and LAE ratio is analyzed to measure profitability in a particular year and to evaluate the adequacy of premium rates charged in a particular year to cover expected losses and LAE from all periods, including development (whether favorable or unfavorable) of reserves established in prior periods. In contrast, our accident year loss and LAE ratios are analyzed to evaluate underwriting performance and the adequacy of the premium rates charged in a particular year in relation to ultimate losses and LAE from insured events occurring during that year. The loss and LAE ratios provided in this report are on a calendar year basis, except where they are expressly identified as accident year loss and LAE ratios.

The table below reflects prior accident year loss and LAE reserve adjustments and the impact to loss ratio.

	Three Months Ended		Nine Months Ended	
	September 30,		September 30,	
	2023	2022	2023	2022
	(dollars in millions)			
Current accident year losses and LAE	\$ 115.6	\$ 114.1	\$ 335.5	\$ 315.0
Prior accident year favorable development, net	(0.1)	(0.3)	(20.0)	(10.3)
Calendar year losses and LAE	\$ 115.5	\$ 113.8	\$ 315.5	\$ 304.7
Current accident year loss and LAE ratio	63.3 %	64.1 %	63.4 %	64.0 %
Calendar accident year loss and LAE ratio	63.2 %	64.0 %	59.6 %	61.9 %

	Three Months Ended	
	March 31,	
	2024	2023
	(dollars in millions)	
Current accident year losses and LAE - excluding LPT	\$ 118.7	\$ 109.6
Prior accident year favorable loss reserve development, net	(0.1)	(0.2)
Impact of LPT	(2.1)	(2.0)
Calendar year losses and LAE	\$ 116.5	\$ 107.4
Current accident year loss and LAE ratio - excluding LPT	64.2 %	63.5 %
Calendar year loss and LAE ratio - excluding LPT	64.1 %	63.3 %
Calendar year loss and LAE ratio	63.0 %	62.2 %

The increase in Employers' our calendar year losses and LAE during the three months ended September 30, 2023 March 31, 2024, as compared to the same period of 2022, 2023, was primarily due to higher earned premium, premium and a higher accident year loss and LAE estimate. All of the favorable development that we recognized during these periods related to our assigned risk business.

The increase in Employers' calendar year losses and LAE during the nine months ended September 30, 2023, as compared to the same period of 2022, was primarily due to higher earned premium, partially offset by higher net favorable prior year loss reserve development. Favorable prior year loss reserve development recognized on our voluntary business totaled \$20.0 million and \$9.6 million during the nine months ended September 30, 2023 and 2022, respectively, with the remaining balance relating to our assigned risk business.

The favorable prior year loss development on our voluntary business during the nine months ended September 30, 2023 and 2022 resulted from favorable loss experience.

Employers' Our current accident year loss and LAE ratio was 63.3% and 63.4% 64.1% (64.0% excluding involuntary business) for the three and nine months ended September 30, 2023 March 31, 2024, compared to 64.1% and 64.0% 63.5% (63.3% excluding involuntary business) for the corresponding periods period of 2022. Employers' 2023. Our current accident year loss and LAE ratios continue to reflect the impact of key business initiatives: an emphasis on accelerated settlements of open claims; further diversifying its risk exposure across geographic markets, when appropriate; and leveraging data-driven strategies to target, underwrite, and price profitable classes of business across all of our markets.

Commission Expense Ratio. Employers' commission expense ratio was 14.6% and 13.9% for Excluding the three and nine months ended September 30, 2023, respectively, compared to 14.2% for each of impact from the three and nine months ended September 30, 2022, and its commission expenses were \$26.6 million and \$73.6 million for the three and nine months ended September 30, 2023, respectively, compared to \$25.2 million and \$69.8 million for the corresponding periods of 2022. The increase for the three and nine months ended September 30, 2023 was primarily related to an increase in 2023 agency incentive accruals and an increase in new business writings, which are typically subject to higher commission rates.

Underwriting Expenses Ratio. Employers' underwriting expense ratio was 20.0% and 21.1% for the three and nine months ended September 30, 2023, compared to 20.1% and 20.7% for the corresponding periods of 2022. Employers' underwriting expenses were \$36.5 million and \$111.8 million for the three and nine months ended September 30, 2023, respectively.

compared to \$35.7 million and \$101.8 million for the corresponding periods of 2022. The net increases in underwriting expenses for the three and nine months ended September 30, 2023, were primarily the result of increases in compensation-related expenses.

Underwriting Income

Employers' underwriting income was \$4.1 million and \$28.6 million for the three and nine months ended September 30, 2023, respectively, compared to \$3.2 million and \$15.8 million for each of the corresponding periods of 2022. Underwriting income or loss is determined by deducting LPT Agreement, losses and LAE commission expense, would have been \$118.4 million and underwriting expenses from net premiums earned.

Non-Underwriting Results

For a further discussion of non-underwriting related income and expenses, including Employer's Net Investment Income and Net Realized and Unrealized Gains and Losses on Investments, Other Income, Interest and Financing Expenses and Other Expenses see "—Results of Operations —Summary of Consolidated Financial Results".

CERITY

The components of net loss before income taxes for our Certy segment are set forth in the following table:

	Three Months Ended		Nine Months Ended	
	September 30,		September 30,	
	2023	2022	2023	2022
	(in millions)			
Gross premiums written	\$ 2.2	\$ 1.5	\$ 5.1	\$ 3.6
Net premiums written	\$ 2.2	\$ 1.5	\$ 5.1	\$ 3.6
Net premiums earned	\$ 1.9	\$ 0.8	\$ 4.9	\$ 2.0
Net investment income	1.6	1.2	5.0	2.7
Net realized and unrealized losses on investments	(0.4)	(0.3)	(0.2)	(1.6)
Total revenues	3.1	1.7	9.7	3.1
Losses and LAE	1.3	0.6	3.2	1.3
Commission expense	0.1	0.1	0.2	0.1
Underwriting expenses	3.6	3.4	12.0	9.9
Total expenses	5.0	4.1	15.4	11.3
Net loss before income taxes	\$ (1.9)	\$ (2.4)	\$ (5.7)	\$ (8.2)
Underwriting loss	\$ (3.1)	\$ (3.3)	\$ (10.5)	\$ (9.3)
Combined ratio	n/m	n/m	n/m	n/m

n/m - not meaningful

Underwriting Results

Gross Premiums Written and Net Premiums Written

Certy's gross and net premiums written were \$2.2 million and \$5.1 million for the three and nine months ended September 30, 2023, compared to \$1.5 million and \$3.6 million for the corresponding periods of 2022.

Net Premiums Earned

Net premiums earned were \$1.9 million and \$4.9 million for the three and nine months ended September 30, 2023, compared to \$0.8 million and \$2.0 million for the corresponding periods of 2022.

Losses and LAE, and Underwriting Expenses

Certy's current accident year loss and LAE ratios for the three and nine months ended September 30, 2023 and 2022 are highly consistent with those of the Employers' segment.

Certy's underwriting expenses were \$3.6 million and \$12.0 million for the three and nine months ended September 30, 2023, compared to \$3.4 million and \$9.9 million for the corresponding periods of 2022. The increase in underwriting expenses \$109.4 million for the three months ended September 30, 2023, was primarily the result of an increase professional fees, partially offset by a decrease in advertising March 31, 2024 and marketing expenses. The increase in underwriting expenses for the nine months ended September 30, 2023, was primarily the result of an increase in professional fees.

Certy's underwriting losses were \$3.1 million and \$10.5 million for the three and nine months ended September 30, 2023, compared to \$3.3 million and \$9.3 million for the corresponding periods of 2022. Underwriting income or loss is determined by deducting losses and LAE, commission expense, and underwriting expenses from net premiums earned.

Non-Underwriting Results

For a further discussion of non-underwriting related income, including Certy's Net Investment Income and Net Realized and Unrealized Gains and Losses on Investments, see "—Results of Operations —Summary of Consolidated Financial Results Consolidated."

CORPORATE AND OTHER

The components of net (loss) income before income taxes for Corporate and Other are set forth in the following table:

	Three Months Ended		Nine Months Ended	
	September 30,		September 30,	
	2023	2022	2023	2022
	(in millions)			
Net investment income	0.9	1.1	\$ 3.0	\$ 2.4
Net realized and unrealized losses on investments	(0.8)	(0.2)	(0.2)	(7.9)
Total revenues (losses)	0.1	0.9	2.8	(5.5)
Losses and LAE - LPT	(1.9)	(2.1)	(5.9)	(6.3)
General and administrative expenses	3.4	2.8	9.9	8.9
Interest and financing expenses	0.1	0.1	0.3	0.3
Total expenses	1.6	0.8	4.3	2.9
Net (loss) income before income taxes	\$ (1.5)	\$ 0.1	\$ (1.5)	\$ (8.4)

Losses and LAE - LPT 2023, respectively.

The table below reflects the impact of the LPT on Losses and LAE, which are recorded as a reduction to Losses and LAE incurred on our Consolidated Statements of Comprehensive Income (Loss).

	Three Months Ended		Nine Months Ended	
	September 30,		September 30,	
	2023	2022	2023	2022
	(in millions)			
	Three Months Ended			
	Three Months Ended			
	Three Months Ended			
	March 31,			
	March 31,			
	March 31,			
	2024			
	2024			
	2024			
	(in millions)			
	(in millions)			
	(in millions)			
Amortization of the Deferred Gain related to losses	\$ 1.5	\$ 1.7	\$ 4.7	\$ 5.1
Amortization of the Deferred Gain related to contingent commission	0.4	0.4	1.2	1.2
Amortization of the Deferred Gain related to contingent commission				
Impact of LPT Contingent Commission Adjustments ⁽¹⁾				
Impact of LPT Contingent Commission Adjustments ⁽¹⁾				

Impact of LPT Contingent Commission Adjustments ⁽¹⁾									
Total impact of the LPT	Total impact of the LPT	\$	1.9	\$	2.1	\$	5.9	\$	6.3
Total impact of the LPT					Total impact of the LPT				

(1) LPT Contingent Commission Adjustments result in an adjustment to the Contingent commission receivable - LPT Agreement, which is recognized in losses and LAE incurred on our Consolidated Statements of Comprehensive Income (Loss). (See Note 9 in the Notes to our Consolidated Financial Statements.)

Commission Expenses Ratio

Commission expenses include direct commissions to our agents and brokers, including our partnerships and alliances, for the premiums that they produce for us, as well as agency incentive payments, other marketing costs, and fees.

Our commission expense ratio was 13.8% and 13.5%, and our commission expenses were \$25.5 million and \$23.4 million for the three months ended March 31, 2024 and 2023, respectively. The increase for the three months ended March 31, 2024 was primarily related to an increase in new business writings, which are typically subject to higher initial commission rates, and an increase in anticipated 2024 agency incentives.

Underwriting and General and Administrative Expenses Expense Ratio

Corporate Underwriting and Other's general and administrative expenses which consist primarily represent those costs that we incur to underwrite and maintain the insurance policies we issue, excluding commissions. Variable underwriting expenses, such as premium taxes, policyholder dividends, and those expenses that vary directly with the production of EHI's compensation-related new or renewal business, are recognized as the associated premiums are earned. Fixed underwriting expenses, professional fees, such as the operating expenses of EHI and other its subsidiaries, do not vary directly with the production of new or renewal business and are recognized as incurred.

Our underwriting and general and administrative expense ratio was 24.8% and 25.7%, and our underwriting expenses were \$3.4 million \$45.8 million and \$9.9 million \$44.4 million for the three and nine months ended September 30, 2023, compared to \$2.8 million March 31, 2024 and \$8.9 million for the corresponding periods of 2022.

2023, respectively. The increase in Corporate and Other's general and administrative underwriting expenses for the three months ended September 30, 2023 March 31, 2024 was primarily the result of an increase increases in compensation-related expenses. The increase expenses of \$2.8 million and bad debt expense of \$2.3 million, partially offset by decreases in Corporate depreciation and Other's general amortization of \$1.6 million, marketing and administrative advertising expenses for of \$1.0 million, and professional fees of \$0.9 million, each compared to the nine months ended September 30, 2023, was primarily the result same period of an increase in professional fees. 2023.

II. Review of Non-Underwriting Results

For a further discussion of non-underwriting related income and expenses, including Corporate's Net Investment Income and Net Realized and Unrealized Gains and Losses on Investments

We invest in fixed maturity securities, equity securities, other invested assets, short-term investments, and cash equivalents. Net investment income includes interest and dividends earned on our invested assets and amortization of premiums and discounts on our fixed maturity securities, less bank service charges and custodial and portfolio management fees.

Net investment income decreased 2.9% for the three months ended March 31, 2024, compared to the same period of 2023. The decrease was due to a lower invested balance of fixed maturity securities and short-term investments, as measured by amortized cost, resulting primarily from the unwinding of our former FHLB leveraged investment strategy, which was in effect from the first quarter of 2022 to the fourth quarter of 2023.

Realized and unrealized gains and losses on our investments are reported separately from our net investment income. Realized gains and losses on investments include the gain or loss on a security at the time of sale compared to its original or adjusted cost (equity securities) or amortized cost (fixed maturity securities). Realized losses are also recognized for changes in our CECL allowance or when securities are written down because of an other-than-temporary impairment. Changes in the fair value of equity securities and other invested assets are also included in Net realized and unrealized gains (losses) on investments on our Consolidated Statements of Comprehensive Income (Loss).

Net realized and unrealized gains on investments were \$11.4 million for the three months ended March 31, 2024, compared to \$6.4 million for the corresponding period of 2023. The net realized and unrealized gains on investments for the three months ended March 31, 2024 and 2023 included \$12.3 million and \$8.0 million of net realized and unrealized gains on equity securities and other investments, respectively, and \$0.9 million and \$1.6 million of net realized losses on fixed maturity securities, respectively.

The net investment gains and losses on our equity securities during the three months ended March 31, 2024 were largely consistent with the performance of U.S. equity markets. The net realized investment losses on our fixed maturity securities during the three months ended March 31, 2024 were primarily the result of a \$0.5 million increase in our allowance for CECL.

The net investment gains on our equity securities during the three months ended March 31, 2023 were largely consistent with the performance of U.S. equity markets. The net realized investment losses on our fixed maturity securities during the three months ended March 31, 2023 were primarily the result of a \$1.4 million increase in our allowance for CECL, which resulted primarily from volatility and credit concerns in certain financial and banking markets.

Additional information regarding our Investments is set forth under "—Liquidity and Capital Resources—Investments."

Other Income (Loss)

Other income (loss) consists of net gains and losses on fixed assets, non-investment interest, and other miscellaneous income.

Interest and Financing Expenses see "—Results

Interest and financing expenses include fees and interest associated with our \$75.0 million three-year revolving credit facility, fees and interest associated with our various credit arrangements with the FHLB, finance lease interest, and other financing fees.

Interest and financing expenses were less than \$0.1 million for the three months ended March 31, 2024, compared to \$2.3 million for the corresponding period of Operations — Summary 2023. The decrease resulted primarily from the unwinding of Consolidated Financial Results", our former FHLB leveraged investment strategy, which was in effect from the first quarter of 2022 to the fourth quarter of 2023.

Income Tax Expense

Income tax expense was \$7.0 million for the three months ended March 31, 2024, compared to \$5.4 million for the corresponding period of 2023. The effective tax rates were 19.8% for the three months ended March 31, 2024, compared to 18.6% for the corresponding period of 2023. The effective rates during each of the periods presented included income tax benefits and exclusions associated with tax-advantaged investment income, LPT adjustments, and deferred gain amortization.

Liquidity and Capital Resources

We believe that our total capital position remains strong and that the liquidity available to EHI and its subsidiaries remains adequate, adequate and will be sufficient for our financing needs in the next 12 months and in the longer term period thereafter. As a result, we do not currently foresee a need to: (i) suspend dividends at either EHI or its insurance subsidiaries; (ii) forego repurchases of EHI's common stock; (iii) seek additional capital; or (iii) seek any material non-investment asset sales.

Holding Company (EHI) EHI Liquidity

EHI is a holding company and its ability to fund its operations is contingent upon its existing capital and the ability of its subsidiaries to pay it dividends. Payment of dividends by EHI's insurance subsidiaries is restricted by state insurance laws and regulations, including laws establishing minimum solvency and liquidity thresholds. EHI requires cash to pay dividends to its stockholders, repurchase its common stock, provide additional surplus to its insurance subsidiaries, and fund its operating expenses.

EHI's insurance subsidiaries' ability to pay dividends and distributions is based on their reported capital, surplus, and dividends paid within the prior twelve months.

During the first quarter of 2023, 2024, ECIC made a \$21.0 million \$23.3 million dividend payment to its parent company, who which in turn distributed that amount to EHI. As a result of that dividend payment, ECIC cannot pay dividends for the remainder of 2023 2024 without prior regulatory approval.

During the first quarter of 2023, 2024, EICN made a \$9.8 \$13.7 million dividend payment to its parent company, who which in turn distributed that amount to EHI. As a result of that dividend payment, EICN cannot pay any dividends for the remainder of 2023 without prior regulatory approval.

During the third quarter of 2023, EPIC made a \$22.9 million dividend payment, EAC made a \$21.0 million dividend payment and CIC made a \$4.0 million dividend payment in each case to their parent company, who in turn distributed that amount to EHI. As a result of those payments, EPIC, EAC and CIC cannot pay dividends for the remainder of 2023 2024 without prior regulatory approval.

Total cash and investments at EHI were \$75.8 million \$66.6 million at September 30, 2023 March 31, 2024, consisting of \$33.7 million \$40.8 million of cash and cash equivalents, \$18.0 million of short-term investments, \$1.3 million of fixed maturity securities, and \$22.8 million \$24.5 million of equity securities.

On December 15, 2020, EHI entered into the Credit Agreement with a syndicate of financial institutions. The Credit Agreement provides EHI with a \$75.0 million three-year revolving credit facility. Borrowings under the Credit Agreement may be used for working capital and general corporate purposes. Pursuant to the Credit Agreement, EHI has the option to request an increase of the credit available under the facility, up to a maximum facility amount of \$125.0 million, subject to the consent of lenders and the satisfaction of certain conditions.

On February 16, 2023, the Credit Agreement was amended to: (i) formally replace the Eurodollar interest rate option with an Adjusted Term SOFR option; (ii) amend the definition of consolidated "net worth," as referred to within the Amended Credit Agreement; and (iii) amend the minimum consolidated net worth covenant for fiscal quarters ending after September 30, 2022.

The interest rates applicable to loans under the Amended Credit Agreement are based on, at EHI's option, a base rate plus a specified margin, ranging from 0.25% to 1.25%, or the Adjusted Term SOFR rate, plus a specified margin, ranging from 1.25% to 2.25%. In addition, EHI will pay a fee on each lender's unused commitment, ranging from 0.20% to 0.50%. Total interest paid and/or fees incurred pursuant to the Amended Credit Agreement or Credit Agreement, as applicable, was \$0.1 million for each of the three months ended September 30, 2023 and 2022, and \$0.3 million for each of the nine months ended September 30, 2023 and 2022.

The Amended Credit Agreement contains covenants that require EHI and its consolidated subsidiaries to maintain: (i) a minimum consolidated net worth of no less than \$900.0 million; and (ii) a debt to total capitalization ratio of no more than 35%, in each case as determined in accordance with the Amended Credit Agreement. Through September 30, 2023, EHI has remained in compliance with all of the covenants associated with this credit facility since inception.

EHI had no borrowings outstanding under the Amended Credit Agreement at any time during the nine months ended September 30, 2023.

Operating Subsidiaries' Liquidity

The primary sources of cash for our operating subsidiaries, which include our insurance and other operating subsidiaries, are premium collections, investment income, sales and maturities of investments, proceeds from FHLB advances, and reinsurance recoveries. The primary uses of cash for our operating subsidiaries are payments of losses and LAE, commission expenses, underwriting and general and administrative expenses, ceded reinsurance, repayments of FHLB advances, investment purchases and dividends paid to their parent.

Total cash and investments held by our operating subsidiaries was \$2,367.1 million \$2,427.7 million at September 30, 2023 March 31, 2024, consisting of \$75.3 million \$73.6 million of cash and cash equivalents, \$28.8 million and restricted cash, \$38.2 million of short-term investments, \$1,995.9 million \$2,012.5 million of fixed maturity securities, \$176.2 million \$205.8 million of equity securities, and \$90.9 million \$97.6 million of other invested assets. Sources of immediate and unencumbered liquidity at our operating subsidiaries as of September 30, 2023 March 31, 2024 consisted of \$75.1 million \$73.4 million of cash and cash equivalents, \$170.1 million \$199.7 million of publicly traded equity securities whose proceeds are available within three business days, and \$667.2 million \$668.5 million of highly liquid fixed maturity securities whose proceeds are available within three business days and \$17.7 million of short-term investments whose proceeds are available within three business days. We believe that our subsidiaries' liquidity needs over the next 24 12 months and for the longer term period thereafter will be met with cash from operations, investment income, and maturing investments.

All of our insurance subsidiaries are members of the FHLB. Membership allows our subsidiaries access to collateralized advances, which may be used to support and enhance liquidity management. The amount of advances that may be taken is dependent on statutory admitted assets on a per company basis.

During 2022, our insurance subsidiaries, with the exception of CIC, had received aggregate advances of \$182.5 million under the FHLB under the Standard Credit Program, of which \$40.4 million remained outstanding at September 30, 2023. The proceeds from these advances were used to purchase an equivalent amount of high-quality collateralized loan obligation securities. As of September 30, 2023, the Company's weighted average annual interest rate on these advances was 5.06%. Interest paid during the three and nine months ended September 30, 2023 were \$0.9 million and \$4.8 million, respectively, and \$1.0 million and \$1.2 million for the corresponding periods of 2022. During the three and nine months ended September 30, 2023, our insurance subsidiaries repaid \$65.3 million and \$142.1 million of their advances under the FHLB Standard Credit Program. Advances can be repaid at any time without penalty and are collateralized by eligible investment securities.

FHLB membership also allows our insurance subsidiaries access to standby Letter of Credit Agreements. The Letter of Credit Agreements we currently have in effect will expire on March 31, 2024 March 31, 2025 and may only be used to satisfy, in whole or in part, insurance deposit requirements with the State of California and are fully secured with eligible collateral at all times (See Note 10).

We purchase reinsurance to protect us against the costs of severe claims and catastrophic events, including pandemics. On July 1, 2023, we entered into a new reinsurance program, which is largely unchanged from our expiring reinsurance program, that which is effective through June 30, 2024. The reinsurance program consists of one treaty covering excess of loss and catastrophic loss events in four layers of coverage. Our reinsurance coverage is \$190.0 million in excess of our \$10.0 million retention on a per occurrence basis, subject to certain exclusions. We believe that our reinsurance program meets our needs and that we are sufficiently capitalized.

Various state laws and regulations require us to hold investment securities or letters of credit on deposit with certain states in which we do business. Securities having a fair value of \$714.1 million \$760.6 million and \$745.9 million \$748.1 million were on deposit at September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, respectively. These laws and regulations govern both the amount and types of investment securities that are eligible for deposit. Additionally, standby letters of credit from the FHLB have been issued in lieu of \$70.0 million securities on deposit at both September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023.

Certain reinsurance contracts require company funds to be held in trust for the benefit of the ceding reinsurer to secure the outstanding liabilities we have assumed. The fair value of fixed maturity securities held in trust for the benefit of our ceding reinsurers was \$2.7 million \$3.0 million at each of September 30, 2023 both March 31, 2024 and December 31, 2022, December 31, 2023, respectively.

Sources of Liquidity

We monitor the cash flows of each of our subsidiaries individually, as well as collectively as a consolidated group. We use trend and variance analyses to project future cash needs, making adjustments to our forecasts as appropriate.

The table below shows our net cash flows for the nine three months ended:

		September 30,				March 31,	
		2023	2022			2024	2023
				(in millions)			
Cash, cash equivalents, and restricted cash provided by (used in):	Cash, cash equivalents, and restricted cash provided by (used in):	Cash, cash equivalents, and restricted cash provided by (used in):					
Operating activities	Operating activities	\$ 21.8	\$67.5				
Investing activities	Investing activities	225.0	(97.7)				
Financing activities	Financing activities	(227.2)	103.2				
Increase in cash, cash equivalents, and restricted cash		\$ 19.6	\$73.0				
Decrease in cash, cash equivalents, and restricted cash							

For additional information regarding our cash flows, see Item 1, Consolidated Statements of Cash Flows.

Operating Activities

Net cash provided by operating activities for the nine three months ended September 30, 2023 March 31, 2024, included net premiums received of \$521.1 million \$185.1 million and investment income received of \$83.2 million \$26.2 million. The cash provided by these operating activities were largely offset by net claims payments of \$124.6 million, underwriting and general and administrative expenses paid of \$57.3 million, and commissions paid of \$28.8 million.

Net cash provided by operating activities for the three months ended March 31, 2023, included net premiums received of \$171.7 million and investment income received of \$26.8 million. These operating cash inflows were partially offset by net claims payments of \$351.8 million \$111.5 million, underwriting and general and administrative expenses paid of \$125.2 million \$53.9 million, commissions paid of \$68.6 million \$26.5 million, and interest paid of \$5.2 million, lease termination and related disposal payments of \$7.8 million, and federal income taxes paid of \$23.9 million.

Net cash provided by operating activities for the nine months ended September 30, 2022, included net premiums received of \$478.1 million and investment income received of \$60.2 million. These operating cash inflows were partially offset by net claims payments of \$286.6 million, underwriting and general and administrative expenses paid of \$111.1 million, commissions paid of \$59.9 million, and federal income taxes paid of \$11.6 million \$2.3 million.

Investing Activities

Net cash provided by used in investing activities for the nine three months ended September 30, 2023 March 31, 2024, related primarily to investment sales, maturities, and redemptions; whose proceeds were used to fund claims payments, underwriting and general and administrative expenses, stockholder dividend payments, common stock repurchases, and to repay FHLB advances. The cash provided by these investment activities was partially offset by the investment of premiums received and the reinvestment of funds from investing sales, maturities, redemptions, and interest income.

Net cash used in investing activities for the nine months ended September 30, 2022, related primarily to investing FHLB advances received, premiums received and the reinvestment of funds from investment invest sales, maturities, redemptions, and interest income. The cash used in these investing investment activities was partially offset by investment sales, maturities, and redemptions; redemptions whose proceeds were used to fund claims payments, underwriting and general and administrative expenses, stockholder dividend payments, and common stock repurchases.

Net cash provided by investing activities for the three months ended March 31, 2023, related primarily to investment sales, maturities, and redemptions whose proceeds were used to fund claims payments, underwriting and general and administrative expenses, stockholder dividend payments, and common stock repurchases. These investing cash inflows were partially offset by the investment of premiums received and reinvestment of funds from investment sales, maturities, redemptions, and interest income.

Financing Activities

Net cash used in financing activities for the nine three months ended September 30, 2023, March 31, 2024 and 2023, related primarily to stockholder dividend payments, common stock repurchases, and repayments of FHLB advances.

Net cash provided by financing activities for the nine months ended September 30, 2022, related primarily to FHLB advances received, partially offset by stockholder dividend payments and common stock repurchases.

Dividends

We paid \$22.5 million \$7.8 million and \$49.3 million \$7.6 million in dividends to our stockholders and eligible plan award holders for the nine three months ended September 30, 2023 March 31, 2024 and 2022, 2023, respectively. The dividends paid during the nine months ended September 30, 2022 included a special dividend of \$1.00 per share, which totaled \$27.5 million. The declaration and payment of future dividends to common stockholders, including any special dividends that may be declared in the future, will be at the discretion of our Board of Directors (Board) and will depend upon many factors including our financial position, capital requirements of our operating subsidiaries, legal and regulatory requirements, and any other factors that our Board of Directors deems relevant. On October 25, 2023 April 24, 2024, the Board of Directors declared a quarterly dividend per share of \$0.28, \$0.30, which is payable November 22, 2023 May 22, 2024 to stockholders of record on November 8, 2023 May 8, 2024.

Stock Repurchases

We repurchased 367,209 123,073 shares of our common stock for \$14.3 million \$4.9 million during the three months ended September 30, 2023 and we repurchased 1,570,342 shares of our common stock for \$61.1 million during the nine months ended September 30, 2023 March 31, 2024.

Future repurchases of our common stock will be at the discretion of our Board of Directors and will depend upon many factors, including our financial position, capital requirements of our operating subsidiaries, general business and social economic socioeconomic conditions, legal, tax, regulatory, and/or contractual restrictions, and any other factors that our Board of Directors deems relevant.

Capital Resources

As of September 30, 2023 March 31, 2024, the capital resources available to us consisted of \$919.0 million \$1,018.9 million of stockholders' equity and the \$100.2 million \$97.2 million Deferred Gain.

Contractual Obligations and Commitments

Other than operating expenses, our current and long-term cash requirements include the following contractual obligations and commitments as of September 30, 2023 March 31, 2024:

Leases

We have entered into lease arrangements for certain equipment and facilities. As of September 30, 2023 March 31, 2024, we had lease payment obligations totaling \$5.8 million, of \$5.4 million, with \$1.5 million which \$1.8 million is payable within 12 months. During the nine months ended September 30, 2023, we incurred a non-recurring charge in connection with the early termination of the lease associated with our former corporate headquarters in Reno, Nevada. This payment included a one-time lease termination payment of \$7.6 million.

Other Purchase Obligations

We have other purchase obligations that primarily consist of non-cancellable obligations to acquire capital assets, commitments for information technology and related services, software acquisition and license commitments and other legally binding agreements to purchase services that are to be used in our operations. As of September 30, 2023 March 31, 2024, we had other purchase obligations totaling \$14.1 million, of \$18.5 million, with \$4.9 million which \$3.4 million is payable within 12 months.

Unfunded Investment Commitments

We have investments in private equity limited partnerships that require capital distributions to fund the investments and can be called any time. As of September 30, 2023 March 31, 2024, we had unfunded private equity limited partnership investment commitments of \$28.6 million that can be called at any time.

FHLB Advances

We received advances of \$182.5 million from the FHLB under the Standard Credit Program during 2022. These advances, of which \$40.4 million remained outstanding as of September 30, 2023, can be perpetually renewed and can be repaid at any time without prepayment penalties or additional fees, totaling \$19.0 million.

Unpaid Losses and LAE Expenses

We have developed unpaid losses and LAE expense payment patterns that are computed based on historical information. Our calculation of loss and LAE expense payments by period is subject to the same uncertainties associated with determining the level of reserves and to the additional uncertainties arising from the difficulty of predicting when claims (including claims that have not yet been reported to us) will be paid. Actual payments of losses and LAE by period will vary, perhaps materially, to the extent that current estimates of losses and LAE expense vary from actual ultimate claims amounts due to variations between expected and actual payment patterns. As of September 30, 2023 March 31, 2024, we had unpaid losses and LAE reserves of \$1,913.4 million totaling \$1,874.5 million, of which \$319.6 million \$300.1 million is currently expected to be paid within 12 months.

The unpaid losses and LAE expense payment patterns are gross of reinsurance recoverables for unpaid losses. As of **September 30, 2023** **March 31, 2024**, we had reinsurance recoverables on unpaid losses and LAE of **\$426.6 million** totaling **\$424.0 million**, of which **\$30.6 million** **\$29.9 million** is currently expected to be received within 12 months.

Investments

Our investment portfolio is structured to support our need for: (i) optimizing our risk-adjusted total returns; (ii) providing adequate liquidity; (iii) facilitating financial strength and stability; and (iv) ensuring regulatory and legal compliance. These investments provide a steady source of income, which may fluctuate with changes in interest rates and our current investment strategies.

As of **September 30, 2023** **March 31, 2024**, our investment portfolio consisted of **86% fixed maturity securities**. We strive to limit the interest rate risk associated with fixed maturity investments by managing the duration of these securities. Our **85% fixed maturity securities (excluding cash and cash equivalents)** which had a duration of **4.4** **4.5** at **September 30, 2023** **March 31, 2024**. To minimize interest rate risk, our portfolio is weighted toward short-term and intermediate-term bonds; however, our **Our** investment strategy balances consideration of duration, yield, and credit risk. Our investment guidelines require that the minimum weighted average quality of our fixed maturity securities portfolio be "A," using ratings assigned by Standard & Poor's (S&P) or an equivalent rating assigned by another nationally recognized statistical rating agency. Our fixed maturity securities portfolio had a weighted average quality of "A+" as of **September 30, 2023** **March 31, 2024**. Other securities within fixed maturity securities consist of bank loans, which are classified as AFS and are reported at fair value.

Our investment portfolio also contains equity securities. We strive to limit the exposure to equity price risk associated with publicly traded equity securities by diversifying our holdings across several industry sectors. These equity securities had a fair value of **\$193.0 million** **\$224.3 million** at **September 30, 2023** **March 31, 2024**, which represented **9%** **10%** of our investment portfolio at that time. We also have a \$6.0 million investment in FHLB stock which we record at cost. We receive periodic dividends from the FHLB for this investment, when declared, which can vary from period to period.

Our other invested assets made up 4% of our investment portfolio as of **September 30, 2023** **March 31, 2024** and include private equity limited partnerships. Our investments in private equity limited partnerships totaled **\$90.9 million** **\$97.6 million** at **September 30, 2023** **March 31, 2024** and are generally not redeemable by the investees and cannot be sold without prior approval of the general partner. These investments have a fund term of 3 to 12 years, subject to two or three one-year extensions at the general partner's discretion. We expect to receive distributions of proceeds from dividends and interest from fund investments, as well as from the disposition of a fund investment or portion thereof, from time-to-time during the full course of the fund term. As of **September 30, 2023** **March 31, 2024**, we had unfunded commitments to these private equity limited partnerships totaling **\$28.6 million** **\$19.0 million**.

We believe that our current asset allocation meets our strategy to preserve capital for claims and policy liabilities and to provide sufficient capital resources to support and grow our ongoing insurance operations.

The following table shows the estimated fair value, the percentage of the fair value to total invested assets, and the average ending book yield, (each based on the book value "book value" of each category of invested assets) as of **September 30, 2023** **March 31, 2024**.

		Estimated			Book
		Fair		Percentage	
Category	Category	Value	of Total	Yield	
Category					
Category					
			(in millions, except percentages)		
			(in millions, except percentages)		
U.S. Treasuries	U.S. Treasuries	\$ 94.1	4.2 %	3.0 %	
U.S. Agencies	U.S. Agencies	2.1	0.1	2.9	
U.S. Agencies					
U.S. Agencies					
States and municipalities					
States and municipalities					
States and municipalities	States and municipalities	228.2	10.2	3.5	
Corporate securities	Corporate securities	917.9	41.1	3.6	
Corporate securities					
Corporate securities					
Residential mortgage-backed securities					
Residential mortgage-backed securities					

Residential mortgage-backed securities	Residential mortgage-backed securities	343.3	15.3	3.3
Commercial mortgage-backed securities	Commercial mortgage-backed securities	56.8	2.5	3.5
Commercial mortgage-backed securities				
Commercial mortgage-backed securities				
Asset-backed securities				
Asset-backed securities				
Asset-backed securities	Asset-backed securities	106.8	4.8	5.1
Collateralized loan obligations	Collateralized loan obligations	126.6	5.7	7.2
Collateralized loan obligations				
Collateralized loan obligations				
Foreign government securities				
Foreign government securities				
Foreign government securities	Foreign government securities	9.3	0.4	2.8
Other securities	Other securities	112.1	5.0	8.5
Other securities				
Other securities				
Equity securities				
Equity securities				
Equity securities	Equity securities	193.0	8.6	3.2
Short-term investments	Short-term investments	46.8	2.1	5.5
Short-term investments				
Short-term investments				
Total investments at fair value	Total investments at fair value	\$ 2,237.0	100.0	%
Total investments at fair value				
Total investments at fair value				
Weighted average yield				
Weighted average yield				
Weighted average yield	Weighted average yield			4.1 %

The following table shows the percentage of total estimated fair value of our fixed maturity securities as of **September 30, 2023** **March 31, 2024** by credit rating category, using the lower of the ratings assigned by Moody's Investors Service or S&P.

Rating	Percentage of Total Estimated Fair Value
"AAA"	9.2 11.5 %
"AA"	36.6 34.0
"A"	31.1 31.4
"BBB"	14.4 13.7
Below Investment Grade	8.7 9.4
Total	100.0 %

Investments that we currently own could be subject to default by the issuer. We regularly assess individual securities as part of our ongoing portfolio management, including the identification of credit related losses. Our assessment includes reviewing the extent of declines in fair value of investments below amortized cost, historical and projected financial performance and near-term prospects of the issuer, the outlook for industry sectors, credit rating, and macro-economic changes. We also make a determination as to whether it is not more likely than not that we will be required to sell the security before its fair value recovers to above cost, or maturity.

In addition to recognizing realized gains and losses upon the disposition of an investment security, we also recognize realized gains or losses and recoveries of previously recorded realized losses on AFS debt securities for changes in CECL. As of September 30, 2023 March 31, 2024, we have maintained a \$3.2 million CECL allowance for CECL of \$3.2 million on AFS debt securities. During the nine three months ended September 30, 2023 March 31, 2024, we recognized a net \$1.3 million decrease \$0.5 million increase to our allowance for CECL on AFS debt securities. The remaining fixed maturity securities whose total fair value was less than amortized cost at September 30, 2023 March 31, 2024, were those in which we had no intent, need, or requirement to sell at an amount less than their amortized cost.

Off-Balance Sheet Arrangements

We have no off-balance sheet arrangements.

Critical Accounting Estimates

The unaudited interim consolidated financial statements included in this quarterly report include amounts based on the use of estimates and judgments of management for those transactions that are not yet complete. We believe that the estimates and judgments that were most critical to the preparation of the consolidated financial statements involved the reserves for losses and LAE and reinsurance recoverables. These estimates and judgments require the use of assumptions about matters that are highly uncertain and therefore are subject to change as facts and circumstances develop. Our accounting policies are discussed under "Critical Accounting Estimates" in Management's Discussion and Analysis of Financial Condition and Results of Operations in our Annual Report.

Item 3. Quantitative and Qualitative Disclosures About Market Risk

Market risk is the risk of potential economic loss principally arising from adverse changes in the fair value of financial instruments. The major components of market risk affecting us are credit risk, interest rate risk, and equity price risk.

Credit Risk

Our fixed maturity securities, equity securities, other invested assets and cash equivalents are exposed to credit risk, which we attempt to mitigate through issuer and industry diversification. Our investment guidelines include limitations on the minimum rating of fixed maturity securities and concentrations of a single issuer.

We also bear credit risk with respect to the reinsurers, which can be significant considering that some loss reserves remain outstanding for an extended period of time. We are required to pay losses even if a reinsurer refuses or fails to meet its obligations to us under the applicable reinsurance agreement(s). We continually monitor the financial condition and financial strength ratings of our reinsurers. Additionally, we bear credit risk with respect to premiums receivable, which is generally diversified due to the large number of entities comprising our policyholder base and their dispersion across many different industries and geographies.

The economic disruptions caused by volatility and credit concerns in certain financial and banking markets, market volatility, inflationary pressures, and heightened geo-political conditions, have impacted the credit risk associated with certain of our investment holdings. As of September 30, 2023 March 31, 2024, we have maintained a \$3.2 million allowance for CECL on our fixed maturity portfolio. See Note 5 to the consolidated financial statements.

Interest Rate Risk

Investments

The fair value of our fixed maturity portfolio is exposed to interest rate risk, which is the risk of a change in fair value resulting from changes in prevailing interest rates, which we strive to limit by managing manage through duration. Our fixed maturity investments (excluding cash and cash equivalents) had a duration of 4.4 4.5 at September 30, 2023 March 31, 2024. To minimize interest rate risk, our portfolio is weighted toward short-term and intermediate-term bonds; however, our Our investment strategy balances consideration of duration, yield and credit risk. We continually monitor the changes in interest rates and the their impact on our liquidity and ability to meet our obligations.

Sensitivity Analysis

The fair values or cash flows of market sensitive instruments are subject to potential losses in future earnings resulting from changes in interest rates and other market conditions. Our sensitivity analysis applies a hypothetical parallel shift in market rates and reflects what we believe are reasonably possible near-term changes in those rates (covering a period of time going forward up to one year from the date of the consolidated financial statements). Actual results may differ from the hypothetical change in market rates assumed in this disclosure. This sensitivity analysis does not reflect the results of any action that we may take to mitigate such hypothetical losses in fair value.

We use fair values to measure our potential loss in this model, which includes fixed maturity securities and short-term investments. For invested assets, we use modified duration modeling to calculate changes in fair values. Durations on invested assets are adjusted for call, put, and interest rate reset features. Invested asset portfolio durations are calculated on a market value weighted basis, excluding accrued investment income, using holdings as of September 30, 2023 March 31, 2024. The estimated changes in fair values on our fixed maturity securities and short-term investments, which had an aggregate value of \$2,044.0 million \$2,052.0 million as of September 30, 2023 March 31, 2024, based on specific changes in interest rates are as follows:

Hypothetical Changes in Interest Rates	Hypothetical Changes in Interest Rates	Estimated Pre-tax Increase (Decrease) in Fair Value	Hypothetical Changes in Interest Rates	Estimated Pre-tax Increase (Decrease) in Fair Value
		(in millions, except percentages)		
		(in millions, except percentages)		(in millions, except percentages)
300 basis point rise	300 basis point rise	\$ (228.3) (11.2)%	300 basis point rise	\$ (240.9) (11.7) (11.7)%
200 basis point rise	200 basis point rise	(155.1) (7.6)		
100 basis point rise	100 basis point rise	(76.4) (3.7)		
50 basis point decline	50 basis point decline	51.6 2.5		
100 basis point decline	100 basis point decline	96.7 4.7		
200 basis point decline	200 basis point decline	190.0 9.3		
300 basis point decline	300 basis point decline	285.8 14.0		

The most significant assessment of the effects of hypothetical changes in interest rates on investment income would be based on GAAP guidance related to "Accounting for Nonrefundable Fees and Costs Associated with Originating or Acquiring Loans and Initial Direct Costs of Leases," which requires amortization adjustments for mortgage-backed securities. The rates at which the mortgages underlying mortgage-backed securities are prepaid, and therefore the average life of mortgage-backed securities, can vary depending on changes in interest rates (for example, mortgages are prepaid faster and the average life of mortgage-backed

securities falls when interest rates decline). Adjustments for changes in amortization are based on revised average life assumptions and would have an impact on investment income if a significant portion of our commercial and residential mortgage-backed securities were purchased at significant discounts or premiums to par value. As of **September 30, 2023** **March 31, 2024**, the par value of our commercial and residential mortgage-backed securities holdings was **\$454.1 million** **\$472.2 million**, and the amortized cost was **102.6%** **102.0%** of par value. Since a majority of our mortgage-backed securities were purchased at a premium that is significant as a percentage of par, an adjustment could have a significant effect on investment income. The commercial and residential mortgage-backed securities portion of the portfolio represented **17.8%** **19.1%** of our total investments as of **September 30, 2023** **March 31, 2024**. Agency-backed residential mortgage pass-throughs represented **92.6%** **86.0%** of the residential mortgage-backed securities portion of the portfolio as of **September 30, 2023** **March 31, 2024**.

Equity Price Risk

Equity price risk is the risk that we may incur losses in the fair value of the equity securities we hold in our investment portfolio. Adverse changes in the market prices of the equity securities we hold in our investment portfolio would result in decreases in the fair value of our total assets on our Consolidated Balance Sheets and in net realized and unrealized gains and losses on our Consolidated Statements of Comprehensive Income (Loss). Economic and market disruptions caused by geo-political conditions, inflationary pressures and credit concerns in certain financial and banking markets, have resulted in volatility in the fair value of our equity securities. We minimize our exposure to equity price risk by investing primarily in the equity securities of mid-to-large capitalization issuers and by diversifying our equity holdings across several industry sectors.

The table below shows the sensitivity of our equity securities at fair value to price changes as of **September 30, 2023** **March 31, 2024**:

				10% Fair	Pre-tax Impact on	10%	Pre-tax Impact on							
(in millions)	(in millions)	Cost	Fair Value	Value Decrease	in Total Equity	Fair Value Increase	in Total Equity	(in millions)	Cost	Fair Value	10% Fair Value	Pre-tax Impact on Decrease in Total Equity Securities	10% Fair Value Increase	Pre-tax Impact on Increase in Total Equity Securities
Equity securities	Equity securities	\$126.3	\$193.0	\$ 173.7	\$ (19.3)	\$ 212.3	\$ 19.3							

Effects of Inflation

Recent **In recent years**, economic slowdowns, financial market volatility, monetary and fiscal policy measures, heightened geo-political tensions and fluctuations in interest rates have contributed to higher levels of inflation and may continue to lead to elevated levels of inflation in future periods.

Higher levels of inflation than we have anticipated could significantly impact our financial statements and results of operations. Our estimates for losses and LAE include assumptions about the timing of closure and future payment of claims and claims handling expenses, such as medical treatments and litigation costs. Inflation is also incorporated in our reserving process through projections supported by historical loss emergence. Under the current elevated inflationary environment, additional inflationary considerations were included in determining the level and adequacy of our reserves, and particular consideration was given to medical and hospital inflation rates as these inflation rates have historically

exceeded general inflation rates. To the extent that inflation causes these costs to increase above established reserves, we will be required to increase those reserves for losses and LAE, reducing our earnings in the period in which our assumptions are revised.

Higher levels of wage inflation can specifically impact the payrolls of our insureds, which is the basis for the premiums we charge, as well as amount of future indemnity losses we may incur.

Higher levels of inflation could also impact our operating expenses and, in the case of wage inflation, could impact our payroll expenses.

Increases in market interest rates throughout 2022 and the first nine months of 2023, which were that have occurred in recent years are intended to aid in the suppression of inflation, negatively impacted the market value of our existing fixed maturity investments while increasing the yields on our new and variable rate fixed maturity investments.

Item 4. Controls and Procedures

Under the supervision and with the participation of our management, including our Chief Executive Officer and Chief Financial Officer, we have evaluated the effectiveness of our disclosure controls and procedures (as defined in Rules 13a-15(e) and 15d-15(e) under the Securities Exchange Act of 1934, as amended (Exchange Act)), as of the end of the period covered by this report. Based on that evaluation, our Chief Executive Officer and Chief Financial Officer concluded that our disclosure controls and procedures were effective as of the end of the period covered by this report.

There have not been any changes in our internal control over financial reporting (as defined in Rule 13a-15(f) under the Exchange Act) during the period covered by this report that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.

PART II – OTHER INFORMATION

Item 1. Legal Proceedings

From time-to-time, the Company is involved in pending and threatened litigation in the normal course of business in which claims for monetary damages are asserted. In the opinion of management, the ultimate liability, if any, arising from such pending or threatened litigation is not expected to have a material effect on our results of operations, liquidity, or financial position.

Item 1A. Risk Factors

We have disclosed in our Annual Report the most significant risk factors that can impact year-to-year comparisons and that may affect the future performance of the Company's business. On a quarterly basis, we review these disclosures and update the risk factors, as appropriate. As of the date of this report, there have been no material changes to the risk factors contained in our Annual Report.

Item 2. Unregistered Sales of Equity Securities and Use of Proceeds

The following table provides information with respect to the Company's repurchases of its common stock during the three months ended September 30, 2023 March 31, 2024:

Period	Total Number of Shares Purchased	Average Price Paid Per Share	Total Number of Shares Purchased as Part of Publicly Announced Program	Approximate Dollar Value of Shares that May Yet be Purchased Under the Program
				(in millions)
July 1 - July 31	30,000	\$ 38.24	30,000	\$ 49.5
August 1 - August 31	260,216	39.04	260,216	39.4
September 1 - September 30	76,993	38.92	76,993	36.4
	367,209	\$ 38.95	367,209	

Period	Total Number of Shares Purchased	Average Price Paid Per Share	Total Number of Shares Purchased as Part of Publicly Announced Program	Approximate Dollar Value of Shares that May Yet be Purchased Under the Program
				(in millions)
January 1 - January 31	111,973	\$ 39.40	111,973	\$ 16.6
February 1 - February 29	11,100	39.99	11,100	16.2
March 1 - March 31	—	—	—	16.2
	123,073	\$ 39.45	123,073	

On July 26, 2023, the Board of Directors authorized a new stock repurchase authorization (the "2023 Program") for up to \$50.0 million of repurchases of our common stock from July 31, 2023 through December 31, 2024, unless otherwise extended, terminated or modified by the Board of Directors. The 2023 Program replaces a similar program that was scheduled to expire on December 31, 2023, but whose remaining repurchase authorization had been exhausted. Board. The 2023 Program provides that shares may be purchased

in the open market and/or in privately negotiated transactions from time to time, and that all purchases shall be made in compliance with all applicable provisions of the Nevada Revised Statutes and federal and state securities laws including, but not limited to, Rules 10b5-1 and 10b-18 of the Securities Exchange Act of 1934, as amended, Act.

Item 3. Defaults Upon Senior Securities

None.

Item 4. Mine Safety Disclosures

Not applicable.

Item 5. Other Information

Rule 10b5-1 Trading Plans

During the three months ended September 30, 2023 March 31, 2024, no director or officer of the Company adopted or terminated a "Rule 10b5-1 trading arrangement" or "non-Rule 10b5-1 trading arrangement," as each such term is defined in Item 408(a) of Regulation S-K.

Item 6. Exhibits

Exhibit No.	Description of Exhibit	Included Herewith	Incorporated by Reference Herein			
			Form	File No.	Exhibit	Filing Date
*10.1	Employers Holdings, Inc. Form of Annual Cash Bonus Program Award Agreement	X				
31.1	Certification of Katherine H. Antonello Pursuant to Section 302	X				
31.2	Certification of Michael S. Paquette Pursuant to Section 302	X				
32.1	Certification of Katherine H. Antonello Pursuant to Section 906	X				
32.2	Certification of Michael S. Paquette Pursuant to Section 906	X				
101.INS	The following financial statements from the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2023 March 31, 2024, formatted in Inline XBRL: (i) Consolidated Balance Sheets, (ii) Consolidated Statements of Comprehensive Income, (iii) Consolidated Statements of Stockholders' Equity, (iv) Consolidated Statements of Cash Flows, and (v) Notes to Consolidated Financial Statements, tagged as blocks of text and including detailed tags	X				
101.SCH	XBRL Taxonomy Extension Schema Document	X				
101.CAL	XBRL Taxonomy Extension Calculation Linkbase Document	X				
101.DEF	XBRL Taxonomy Extension Definition Linkbase Document	X				
101.LAB	XBRL Taxonomy Extension Label Linkbase Document	X				
101.PRE	XBRL Taxonomy Extension Presentation Linkbase Document	X				
104	Cover Page Interactive Data File (formatted as Inline XBRL and contained in Exhibit 101)	X				

*Represents management contracts and compensatory plans or arrangements.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

EMPLOYERS HOLDINGS, INC.

Date: October 27, 2023 April 26, 2024

/s/ Michael S. Paquette

Michael S. Paquette

Executive Vice President and Chief Financial Officer

Employers Holdings, Inc.

(Principal Financial and Accounting Officer)

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[INSERT DATE]

[INSERT NAME]

[INSERT ADDRESS]

Dear [INSERT NAME]:

As part of our Executive Compensation Program for the [INSERT YEAR] calendar year, the Human Capital Management and Compensation Committee of our Board of Directors has approved a [INSERT YEAR] Annual Cash Bonus Program in accordance with the Company's Equity and Incentive Plan, as amended (the "Plan"). This program will be administered under, and subject to, the applicable provisions of the Plan. This program is intended to promote achievement of the Company's strategic and financial goals, to reward Company executives for achieving annual goals and superior performance that benefit the stakeholders of the Company and to attract and retain quality executives who are necessary to successfully lead and manage the Company.

In general, the [INSERT YEAR] Annual Cash Bonus Program is designed to provide each participating executive with a cash bonus opportunity that will be determined based on the Company's performance and certain other factors described below. Each annual bonus will be calculated initially as a percentage of the executive's annual base salary rate in effect on [INSERT DATE] (the "Annual Base Salary"), and will be subject to the achievement of the threshold corporate performance goal described in this letter and the attached Appendix A, and the satisfaction of any other requirements or terms and conditions set forth in this letter or separately provided to you. The Human Capital Management and Compensation Committee may then further exercise its discretion to adjust the value of the executive's actual annual cash bonus, as described below.

Performance Goal:

At the [INSERT TITLE] level, the [INSERT YEAR] target bonus award is **XX%** of the Annual Base Salary. The maximum bonus award for [INSERT YEAR] is **XX%** of the Annual Base Salary multiplied by [INSERT MAXIMUM]%. The threshold corporate performance goal for the [INSERT YEAR] Annual Cash Bonus Program is [INSERT PERFORMANCE GOAL], as determined in accordance with the attached Appendix A. To receive any portion of the [INSERT YEAR] annual bonus award, the Company must achieve this threshold corporate performance goal. Please refer to Appendix A for specific information regarding this corporate goal.

Additionally, in order to receive any portion of the [INSERT YEAR] annual bonus, you must perform at a meets expectation level, as determined by the Human Capital Management and Compensation Committee, in its sole discretion, after consultation with the CEO.

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Timing of Payment:

Except as provided below, in accordance with the Plan, payment, if any, of your [INSERT YEAR] annual bonus will be made, minus all applicable tax withholding and other authorized deductions, during the first quarter of [INSERT YEAR], subject to the achievement of the threshold corporate performance goal, as determined by the Human Capital Management and Compensation Committee, in its sole discretion and, if applicable, following the exercise by the Compensation Committee of its discretion authority. Any such payment will be made not later than March 15, [INSERT YEAR].

Exercise of Discretion:

After the Human Capital Management and Compensation Committee has determined the achievement of the threshold corporate performance goal, and after all other applicable requirements set forth in this letter or separately provided to you have been satisfied, the Human Capital Management and Compensation Committee may then exercise discretion to adjust the actual value of your award between \$0 and the maximum bonus award. The

Human Capital Management and Compensation Committee may take into consideration any and all factors that it deems appropriate, including, without limitation, corporate performance goals such as absolute or relative combined ratio, revenue growth, premium growth, loss ratio, expense ratio, operating income, net income, earnings per share, return on equity or book value, the achievement of key strategic objectives as determined by the Board and reported to the Human Capital Management and Compensation Committee or individual performance such as leadership, supervision, compliance, workforce development, proration for time in role or operational success.

Example of Bonus Calculation:

Assume that an executive's Annual Base Salary is \$300,000, the target bonus award is 35%, and following the end of [INSERT YEAR], it is determined that the Company achieved the threshold corporate performance goal as described in Appendix A, then the maximum value of the annual bonus would be:

$$\$300,000 \times 35\% \times 250\% = \$262,500$$

The Human Capital Management and Compensation Committee would then determine the actual extent of the achievement of any performance goals, after consultation with the CEO, and may determine, for example, that the performance percentage was 120% for the executive. Then the annual bonus award would be:

$$\$300,000 \times 35\% \times 120\% = \$126,000$$

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Termination Provisions:

(a) General. In the event your employment terminates prior to [INSERT DATE], payment of your [INSERT YEAR] annual bonus will be made to the extent provided in subsections (b) through (e), below.

(b) Death or Disability. In the event your employment terminates prior to [INSERT DATE], by reason of your death or total and permanent disability (as defined in any agreement between you and the Company or, if no such agreement is in effect, as determined by the Company's Chief Administrative Officer in accordance with the definition used by the Company's then current Long Term Disability insurance carrier), the [INSERT YEAR] annual bonus award will become payable at the same time as it would otherwise have been paid, calculated as if you had continued in employment until [INSERT DATE], and based on the Annual Base Salary, and subject to the achievement of the threshold corporate performance goal, as determined by the Human Capital Management and Compensation Committee, in its sole discretion, and the further exercise by the Human Capital Management and Compensation Committee of its discretion authority regarding the extent of the achievement of any performance goals, after consultation with the CEO.

(c) Retirement. In the event your employment terminates prior to [INSERT DATE], by reason of Retirement, you will be entitled to a prorated annual bonus, payable at the same time as your bonus would otherwise have been paid, in an amount equal to the product of (1) the value of the annual bonus that would have been paid to you had you continued in employment until [INSERT DATE], calculated based on the Annual Base Salary, and subject to the achievement of the threshold corporate performance goal, as determined by the Human Capital Management and Compensation Committee, in its sole discretion, and the further exercise by the Human Capital Management and Compensation Committee of its discretion authority regarding the extent of the achievement of any performance goals, after consultation with the CEO; and (2) a fraction, the numerator of which is the number of full months elapsed from [INSERT DATE], until your date of termination, and the denominator of which is 12; so long as you refrain from engaging in Harmful Conduct through [INSERT DATE].

"Harmful Conduct" means (i) a breach in any material respect of an agreement to not reveal confidential information regarding the business operations of the Company or any affiliate or an agreement to refrain from solicitation of the customers, suppliers or employees of the Company or any affiliate, or (ii) a violation of any of the restrictive covenants contained in your employment, severance or other agreement with the Company, or any of its affiliates.

"Retirement" means your termination of employment after attaining age 55 and completing 10 years of continuous service with the Company (or any Subsidiary thereof), and provided that you have given written notice of your intent to retire to the Company

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(or its designate), no fewer than six months prior to the date that the executive terminates employment, in a form satisfactory to the Company (or its designate).

(d) Involuntary Termination Without Cause. If the Company terminates your employment prior to [INSERT DATE], other than for (i) for "Cause," as defined in the Plan or (ii) by reason of your Retirement, as described above, then you will be entitled to a prorated annual bonus, payable at the same time as your bonus would otherwise have been paid, in an amount equal to the product of (a) the value of the annual bonus that would have been paid to you had you continued in employment until [INSERT DATE], calculated based on the Annual Base Salary, and subject to the achievement of the threshold corporate performance goal, as determined by the Human Capital Management and Compensation Committee, in its sole discretion, and the further exercise by the Human Capital Management and Compensation Committee of its discretion authority regarding the extent of the achievement of any performance goals, after consultation with the CEO; and (b) a fraction, the numerator of which is the number of full months elapsed from [INSERT DATE], until your date of termination, and the denominator of which is 12; so long as you refrain from engaging in Harmful Conduct through [INSERT DATE].

(e) For Cause; Voluntary Termination. If the Company terminates your employment for Cause or you voluntarily terminate your employment for any reason prior to the date the [INSERT YEAR] annual bonuses are paid out, other than for any of the reasons set forth in subsections (b) through (d) above, then your [INSERT YEAR] annual bonus will terminate and be forfeited immediately, and you will not have any rights to payment of any portion of this bonus.

Change in Control:

Upon the consummation of a Change in Control (as defined in the Plan), if you have remained continuously employed with the Company through such consummation, then you will be entitled to a prorated [INSERT YEAR] annual bonus award, payable as soon as practicable following the consummation of the Change in Control, in an amount equal to the product of (a) the greater of (i) the value of the annual bonus that would have been paid to you had you continued in employment until [INSERT DATE], subject to the actual achievement of the threshold corporate performance goal as of the consummation of the Change in Control, as determined by the Human Capital Management and Compensation Committee, in its sole discretion, such that if the threshold corporate performance goal was actually achieved, the achievement percentage would be [INSERT MAXIMUM]%, and if the threshold corporate performance goal was not achieved, the achievement percentage would be 0%; and (ii) the value of the annual bonus that would have been paid to you had you continued in employment until [INSERT DATE], and the achievement percentage would be 100%, and (b) a fraction, the numerator of which is the number of full months elapsed from [INSERT DATE], until the consummation of the Change in Control, and the denominator of which is 12.

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Repayment Upon Restatement; Clawbacks Generally:

In the event that the Company is required to restate any of its financial statements applicable to the [INSERT YEAR] calendar year, the Company may require that you repay to the Company an amount (not to exceed the value of your annual bonus for that year) that the Human Capital Management and Compensation Committee in its discretion determines may not have been paid to you had the restatement not been required. In addition, the annual bonus will be subject to such other repayment, clawback or similar provisions as may be required by the terms of the Plan or applicable law or applicable policy in effect from time to time.

Thank you for your continued dedication and commitment to the Company. If you have any questions concerning your [INSERT YEAR] annual bonus, please contact [INSERT NAME].

Sincerely,

[INSERT SIGNATURE]

[INSERT NAME]

President and Chief Executive Officer

Employers Holdings, Inc.

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APPENDIX A

[INSERT YEAR] Annual Cash Bonus Program

[INSERT PERFORMANCE GOAL]

Exercise of Discretion:

Once the Human Capital Management and Compensation Committee has determined that the threshold corporate performance goal has been achieved, in its sole discretion, and all other applicable requirements have been satisfied, the Human Capital Management and Compensation Committee may then exercise discretion to set the actual value of your award. The Human Capital Management and Compensation Committee may take into consideration any and all factors that it deems appropriate, including, without limitation, corporate performance goals such as absolute or relative combined ratio, revenue growth, premium growth, loss ratio, expense ratio, operating income, net income, earnings per share, return on equity or book value, the achievement of key strategic objectives as determined by the Board and reported to the Human Capital Management and Compensation Committee or individual performance such as leadership, supervision, compliance, workforce development or operational success.

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Exhibit 31.1

CERTIFICATIONS

I, Katherine H. Antonello, certify that:

1. I have reviewed this quarterly report on Form 10-Q of Employers Holdings, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
 - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
 - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting;
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
 - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: **October 27, 2023** April 26, 2024

/s/ Katherine H. Antonello
 Katherine H. Antonello
 President and Chief Executive Officer
 Employers Holdings, Inc.
 (Principal Executive Officer)

Exhibit 31.2

CERTIFICATIONS

I, Michael S. Paquette, certify that:

1. I have reviewed this quarterly report on Form 10-Q of Employers Holdings, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
 - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
 - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting;

5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
- (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: **October 27, 2023** April 26, 2024

/s/ Michael S. Paquette

Michael S. Paquette
Executive Vice President and Chief Financial Officer
Employers Holdings, Inc.
(Principal Financial and Accounting Officer)

Exhibit 32.1

CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350

as Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002

In connection with the Form 10-Q of Employers Holdings, Inc. (the Company) for the quarter ended **September 30, 2023** March 31, 2024, as filed with the Securities and Exchange Commission on the date hereof (the Report), the undersigned hereby, certifies, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that, to the best of his knowledge:

- (1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: **October 27, 2023** April 26, 2024

/s/ Katherine H. Antonello

Katherine H. Antonello
President and Chief Executive Officer
Employers Holdings, Inc.
(Principal Executive Officer)

Exhibit 32.2

CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350

as Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002

In connection with the Form 10-Q of Employers Holdings, Inc. (the Company) for the quarter ended **September 30, 2023** March 31, 2024, as filed with the Securities and Exchange Commission on the date hereof (the Report), the undersigned hereby, certifies, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that, to the best of his knowledge:

- (1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: **October 27, 2023** April 26, 2024

/s/ Michael S. Paquette

Michael S. Paquette

Executive Vice President and Chief Financial Officer

Employers Holdings, Inc.

(Principal Financial and Accounting Officer)

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