PARTNERS INSURANCE NEWSLETTER

ISSUE 6 • JULY 2021

MESSAGE FROM THE PRESIDENT

Greetings all!

PIN is growing. PIN just added two new agencies to our group - JoAnne Skach from New Mexico, and Brian Carlisle from Oklahoma. Welcome JoAnne and Brian!! We are also in negotiations with several other large agencies to add in the near future.

By now, you should have received your quarterly bonus checks from the carriers that we have negotiated with. We appreciate you sending the business to these carriers. PIN has quarterly growth objectives that we have to meet in order for these to continue, so your submissions are critical. We continue to negotiate the best deals that we possibly can on your behalf, and we will do all that we can to maximize your income potential now and in the future.
We are in the beginning stages of planning for our annual meeting. This will be our first in person meeting since the virus, and I am pumped that we will be getting together in the near future. Be looking for an email for all of the details.

I am so thankful that we get to partner together to maximize our income potential. And I am also thankful for the privilege of getting to know each of you on a more personal level.

Regards,

Mark Braly

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COVID CHANGES THE WORKPLACE

BY GRACIE H. CASTLES

As restrictions are lifted and states start to roll back covid restrictions some companies have changed their office plans. According to *'Harvard Business Review'* published May 25, 2021 more than 70% percent of companies plan to have a hybrid type schedule of some sort. But many are questioning how much choice employees should have in the matter? Afterall for months many were able to work from the comfort of their own home. Many enjoyed it more because they were able to save on gas, clothing, and other expenses. Since May 2020 *HBR* surveyed 30,000 Americans and 32% of employees say they never want to return to working in the office, however 21% said they never want to spend another day working from home.

Dina King of Dina King Insurance said her employees returned to the office in July 2020 with the doors closed to the public, offering curbside assistance in front of the office.

"I am lucky as all the staff preferred working at the office and not from home. We have all worked together for 15 plus years," King said.

In efforts to make the workplace more accommodating for her staff. King has altered business hours 8:30-4:30 instead of 9-5, staff is also able to wear what they want and eat at their desk if they choose.

"Everyone is happy as they are working less hours, the same amount of work and it just seemed appropriate due to the circumstances," King said.

Some agencies have retreated to hybrid schedules. Sandy Garza of Sandy Garza & Associates said office manager sets the schedule for the staff. Adam Miller of Aegis Insurance & Financial Services said once everyone returned to the office, they made individual exceptions due to drive time.

"In March of 2021 we began coming back into the office. Two people in individual offices (no shared airspace) and the rest work at home. We take turns working in the office. So, you work inhouse one week and then you work at home for the next two," Garza said.

"We allowed them to ask and then we made a decision based on trust and tenure and role," Miller said.

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"THE INFLATION IN PAY HAS SURPASSED WHAT A SMALLER AGENCY CAN AFFORD WITH ALL THE ACQUISITIONS GOING ON. BIG REGIONAL AND NATIONAL PLAYERS CAN PAY WAY OVER IN THIS TIGHT EMPLOYMENT MARKET."

-ADAM MILLER
AEGIS INSURANCE & FINANCIAL SERVICES

MEMBER OF THE MONTH

Rick is a US Navy Veteran. He has pursued his Masters and Undergraduate degrees from the University of Texas at El Paso. He then went on to serve UTEP as a football coach. Rick continued his journey as a high school football coach and a teacher for a good 18 years. During this period, his knowledge and experience allowed him the highest seat of serving as a High School Principal for six years. For Rick, it was the time to soar higher and he put it all in when he started the first Nationwide office in 1999 in El Paso. He started out as the Nationwide president and champion award office and this went on for another 12 years. Rick believes that growth knows no boundaries. This reflects in his relentless journey of another 12 years with the MRDT, Life, and Financial award office. So far, this journey has won him many accreditations and recognition at a national level. Rick Hernandez is currently heading three offices in the state of Texas, one in The Woodlands, and two in El Paso. In 2019, Rick Hernandez Insurance Agency received the Conference of Champion Award from Nationwide Insurance.

Rick enjoys giving back to his community. He is a recipient of the Nationwide community award. He serves as executive director of the Greater El Paso Football Showcase, a non-profit organization who provides scholarships. He has made a tremendous contribution to the football community while serving as head football and assistant coach for the Greater El Paso Football Showcase for ten years. Rick went on with a co-creation the Greater El Paso Football Showcase Combine Awarding which has been a front runner as a scholarship provider to deserving football passionate and has so far disbursed scholarships amounting to $14 million since 2011.

The love for sports reflects in the NC 9 Friday Night High School Sports Analysis In El Paso, which Rick has been taking care of for 15 years now. He is also serving the El Paso Coaches Football Clinic in the capacity of Director.

In his free time, he enjoys biking, working out and running. Fun fact he used to run marathons, he participated in many marathons including the New York Marathon. He is happily married to Rosie, they have two daughters and two grandchildren. ■

1ST PIN GOLF TOURNAMENT

MONDAY, OCTOBER 18
1:00 P.M.
FIREWHEEL OLD COURSE
600 W. CAMPBELL RD.
Garland, TX 75044

One Player $69
Four Person Scramble
$260
**Hamburger Buffet Included*
**WIN PRIZES **

TO REGISTER OR FOR MORE INFORMATION
CONTACT KYLE BROWN
KyleBrown@alphaomegainsurance.net or 469-417-8330

COVID CHANGES THE WORKPLACE

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While many were trying to adjust to change, performance was a challenge that could not be sacrificed. Productivity has not affected Sandy Garza & Associates much, but she thinks it is mostly since she has experienced employees.

"I believe our team is as efficient at home as in the office. But they are seasoned. I think newer people would have some issues with productivity if working from home early in their time with our agency," Garza said.

"New hires are hard to come by, but we finally got one. She will be working in the office for a few weeks until trained," Garza said.

Covid made hiring new employees a little challenging for many reasons. Some prefer working from home, while others are exploring their options and demanding more benefits and higher pay.

"The inflation in pay has surpassed what a smaller agency can afford with all the acquisitions going on. Big regional and national players can pay way over in this tight employment market," Miller said.

The pandemic has forced us to navigate and make changes to the workplace. In some ways some of these changes were necessary. Hopefully all have found a new appreciation for the workplace. ■

GET PAID FOR REFERRALS

Now that you are part of a great partnership. Take the opportunity to refer your colleagues. You can earn $500 for the first new member and $750 per recruit thereafter. Contact Tracy at (713) 918-9005 or Tracy.Spellman@partnersinsurancenetwork.net

WELCOME NEW MEMBERS

BRIAN CARLISLE
JOANNE SKACH

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