

## FOR MEMBERS ONLY

*Members of International Insurance Institute have access to numerous services in addition to high level claims training. In each issue of Claims Education Magazine we highlight a member service that some people may not know about.*

### **Staffing Assistance**

International Insurance Institute's staffing division consists of two main areas: temporary employee services and permanent placement services. This issue will highlight the Temporary Employee Service.

In 2005, with little notice, except by companies already utilizing the Temporary Employee Service, International Insurance Institute went nationwide with its "high-grade" temp services. From claims clerical, to adjuster, to claims supervisor positions,

III helps claims offices around the country with their temporary staffing needs.

All candidates are fully screened with a complete educational, civil, and criminal background check, as well as employment verification and driving record, upon request.

This service includes both temporary employees, and temp-to-hire.

Executive Vice President LeiAnn Dunford heads up the Staffing

Assistance Program, and had this to say about the evolution of the program at III:

*As claims managers, we have all had the frustration of utilizing the typical temporary employee service. Once a temp shows up, one of two things usually happens. A temp will show up, and seem like they might do a good job, but then it takes a few weeks, after training them on your system, of course, to find out they are not right for the job. Or, if you*

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*are lucky enough to get someone who is hard working with a good head on their shoulders, they get stolen away by some other temp agency for a couple of dollars more per hour.*

*So, we developed the III Temporary Employee Service, which, instead of*

***We developed the III Temporary Employee Service, which, instead of focusing on getting a warm body in the seat for the lowest price, focuses on finding only high-quality candidates who won't waste your time.***

*focusing on getting a warm body in the seat for the lowest price, focuses on finding only high-quality candidates who won't waste your time. Instead of trying to find the lowest-priced resources, we go after the high-end employee.*

*The downside, of course, is our service costs more than the average temp agency. If you are looking for a low*

***If you don't want to waste your time being bombarded with résumés of people who are unqualified, and don't want to have to worry about losing a good person over a few bucks per hour, then we are the right service for you.***

*price, we are not your service. There are plenty of companies that can do that. However, if you don't want to waste your time being bombarded with résumés of people who are unqualified, and don't want to have to worry about losing a*

*good person over a few bucks per hour, then we are the right service for you.*

For member companies only, III offers its "Free Look" Program. If a member company has a candidate for a position that they have found on their own, but would like to "test run" the person first, III can help. This is usually only for candidates who are not employed at the time. III will hire the person through the Temporary Employee Service, and place them as a temp in the member company's location, billing only the

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standard temp rate.

If the member company decides they don't like the person, they simply end the assignment. If they decide they do like the person, and want to hire

them full time, they can do so with no placement fee whatsoever. It is a great special bonus offered only to member companies.

LeiAnn can be reached at 615-790-6308 or LeiAnnDunford@InsuranceInstitute.com.

## CAREERPATH

**Sequoia Insurance Company, a commercial property/casualty company serving the western US, has an excellent opportunity for a:**

### **SENIOR COMMERCIAL CASUALTY INSURANCE ADJUSTER in Monterey, CA**

**Sequoia Values:**

- ▶ Initiative and creativity in claims management - thinking outside the box is good
- ▶ Proactive claim handling
- ▶ Sound reserving practices
- ▶ Intelligent expense management
- ▶ Investigations with thorough liability and coverage analysis; ability to make decisions
- ▶ Continuing education, training, and professional designations
- ▶ We pay what we owe, owe what we pay, we do it quickly, and we do it ourselves

**Requirements:**

- ▶ 10+ years of diverse and increasingly more complex commercial casualty adjusting experience (not CD or Environmental) Lease analysis; CC&R analysis
- ▶ Current California litigation and mediation experience
- ▶ Strong computer skills, data entry, Word, Excel
- ▶ Professional appearance and demeanor
- ▶ Healthy sense of humor

**Sequoia offers:**

- ▶ Competitive compensation and benefits; Bonus potential
- ▶ Internal advancement opportunities
- ▶ Some relocation assistance
- ▶ Fun place to work; beautiful place to live (telecommuting not an option)
- ▶ Flat organization. Significant autonomy. Reports to VP of Claims

**If you are interested in challenging work with smart, fun people apply by submitting your resume and salary requirements via e-mail to [sandyg@sequoiains.com](mailto:sandyg@sequoiains.com) .**

**NO PHONE CALLS OR WALK-INS ACCEPTED.**

Sequoia Insurance Company, Inc. is an Equal Opportunity Employer.

