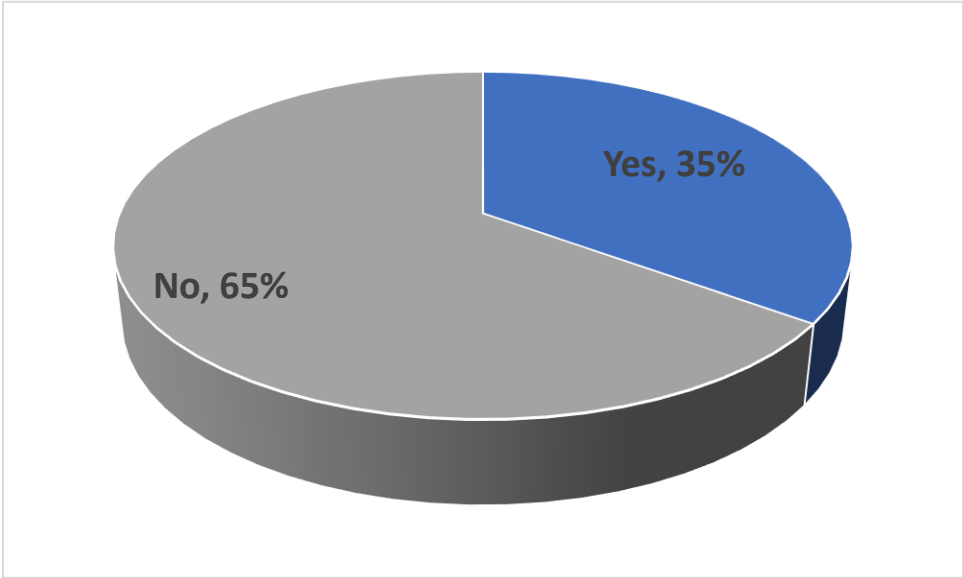
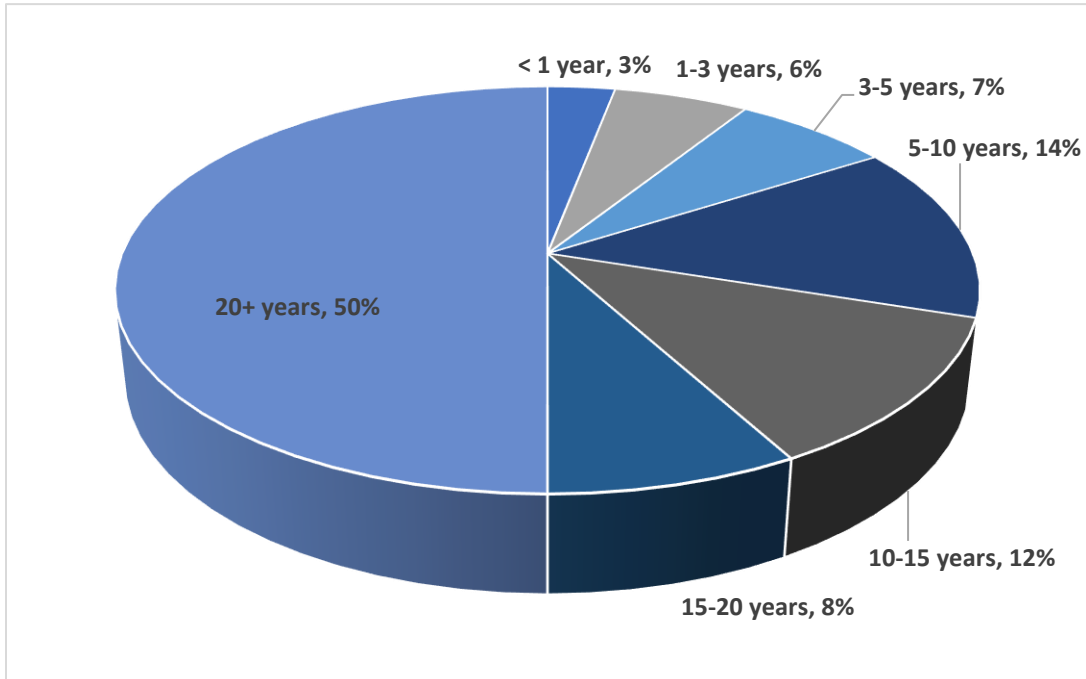


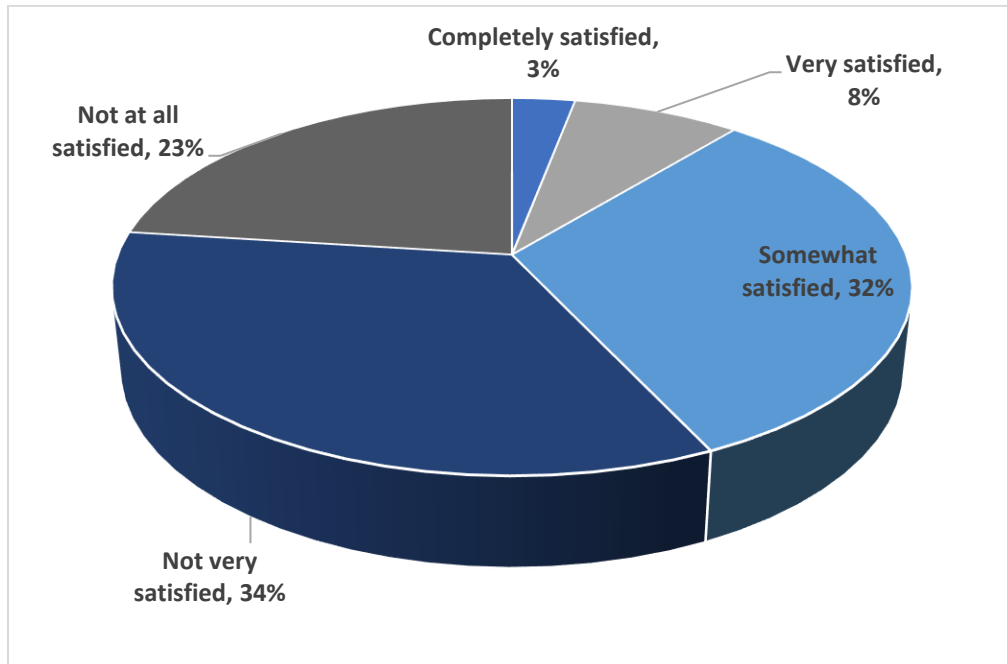
Are you currently a NAPAA member?



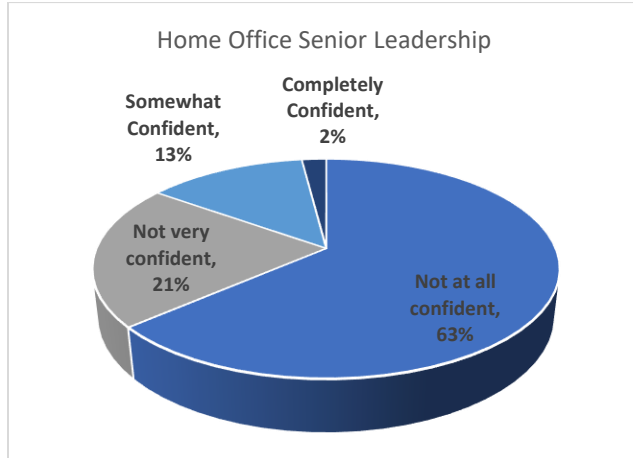
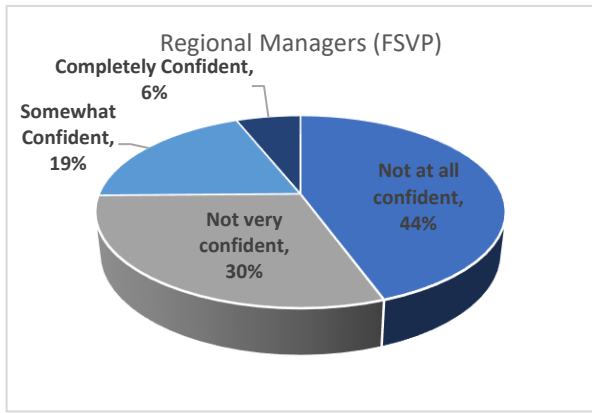
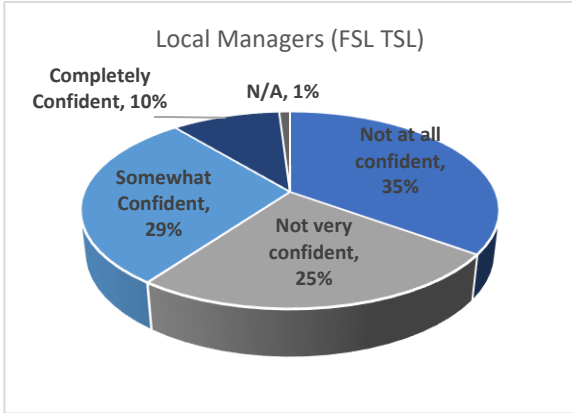
How many years have you been an Allstate Agent?



As an agency owner, how satisfied are you with your relationship with Allstate?

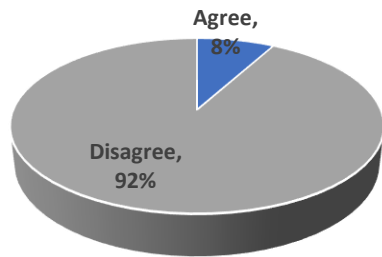


How confident are you that Allstate management as the interests of the agency force in mind when they make decisions?

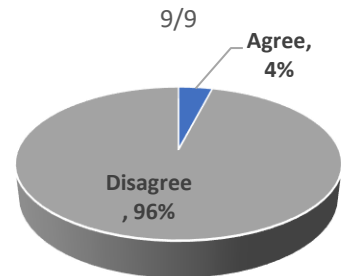


Variable Compensation

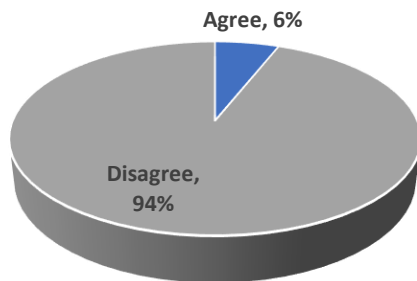
I am happy with variable compensation



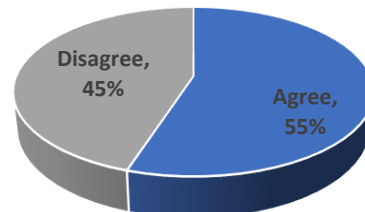
I am happy with the base comp rate



IPS is a fair qualifier for P&C commissions

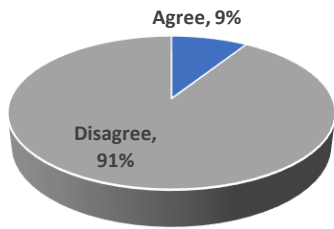


One LSP is a fair qualifier for P&C commissions

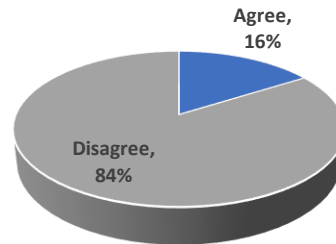


Bonus ...

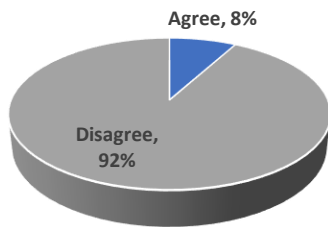
Structure is easy to understand



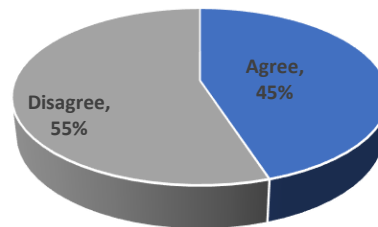
Progress is easy to track



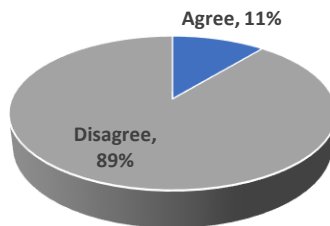
Is achievable/fair regardless of agency size



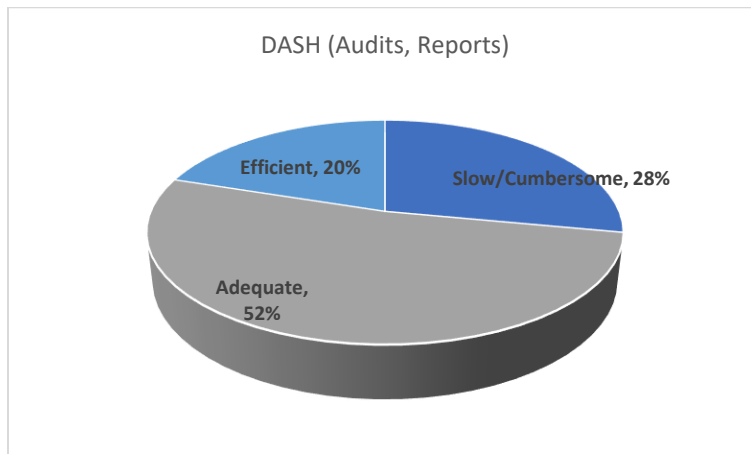
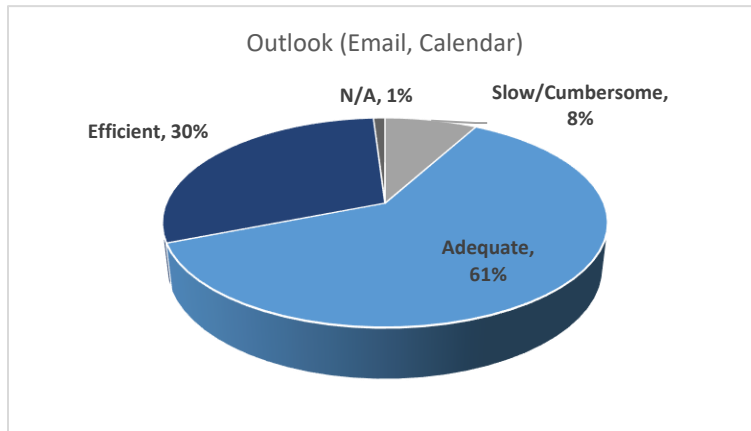
Disqualifier "loss ratio" is fair



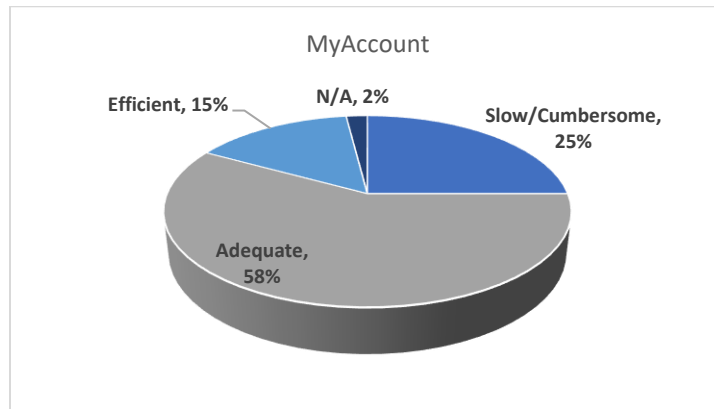
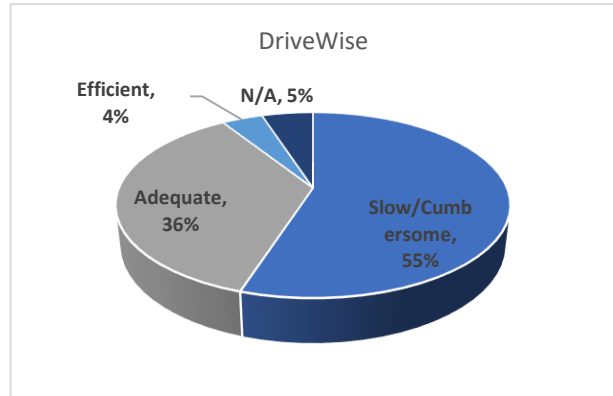
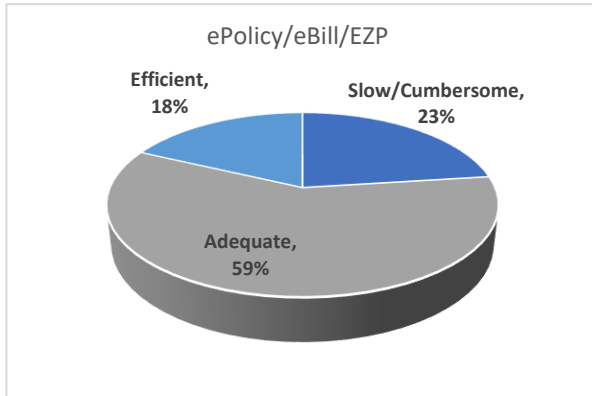
Disqualifier "AF goal" is fair



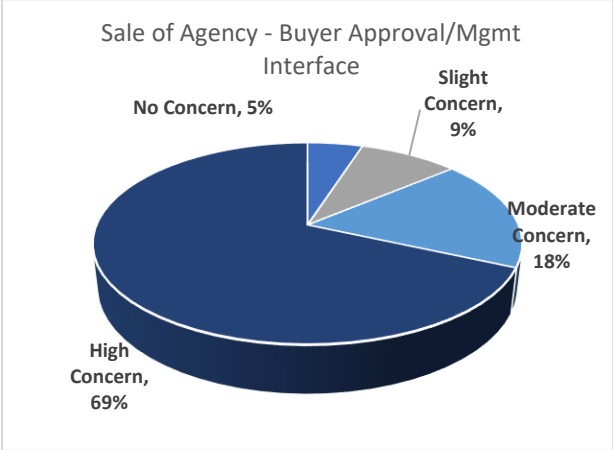
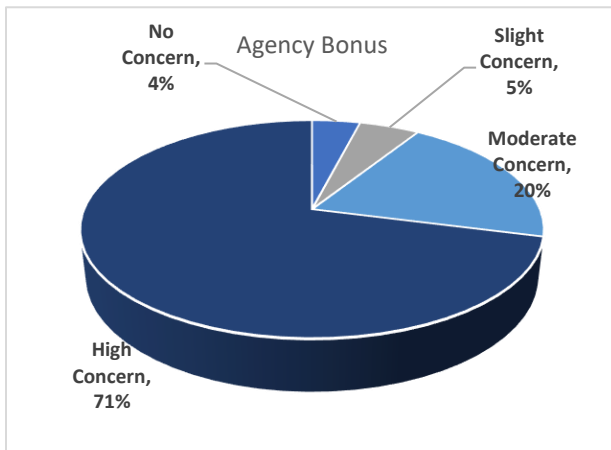
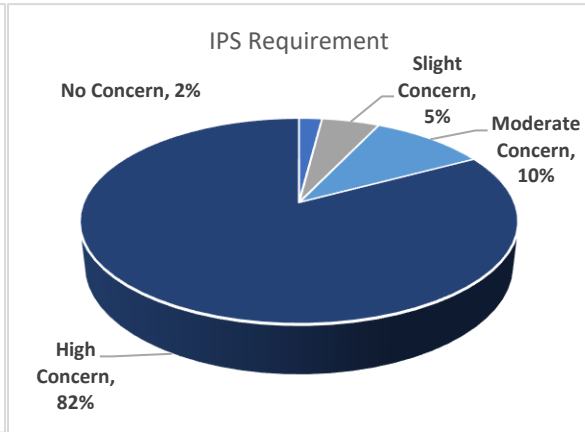
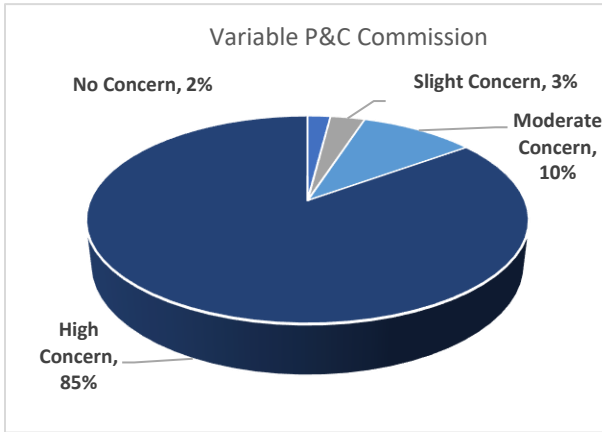
Please rate the following Gateway technologies:



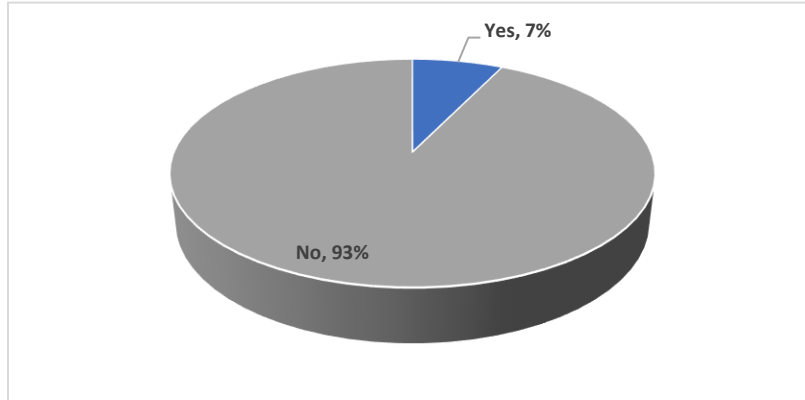
Please rate the following customer-facing technologies:



Please rank your level of concern with the following issues:



Should Allstate be able to contact your LSPs/employees by email directly without your approval?



Comments:
No preference
I pay them by the hour -Allstate does not.
Are we self employed or employees?
Depending on the reason for contact.
Management has stolen employees from agencies. Not ok.
absolutely not unless they provide their benefits and salary
MY employee. They want to recruit, train, mentor and pay, THEIR employee.
I am fortunate to have a stable LSP force. I am very open with them
as long as it is only for Allstate business
No. These are MY EMPLOYEES, not theirs.
Only with company information
No, not at all. If we are independent contractors then they have no right to contact them.
Depends on the situation. If it is to convert them to agents without regard to discussing with agent it is wrong.
Only if it concerns a customer issue.
Why? Because I don't trust Allstate and feel they would lie/misrepresent to steal my LSP.
They do need to make the LSPs feel like they part of the Allstate team, but agents should give contact permission first.
The LSP reports to the agent.
as long as it's customer related, why not.
we loose control over a person that we are paying
No, They are the employees of the agents and not the company.
they probably will
but they always have
THEY DO NOT PAY THEM. OR ONLY IF WE GIVE APPROVAL.
Only if they're signing their paychecks.
my employees not there's
LSPs are processing activities that are directly involved with Allstate business and systems. They can contact the LSP if they want but given how they decided on their own to change the comp plan, there is little trust that Allstate would limit contact of an LSP for anything other than business related activity that are directly related to use of Allstate business systems or customer servicing.
I hire, I pay, I train.....therefore stay out of it.
I have seen with my own eyes management literally helping LSP's find jobs as agents at the detriment of the agency owner.
Depends on the issue
OK with CC to agency owner
If Allstate wants to contact me LSPs directly, then Allstate should hire them and pay their salaries and benefits!
Unless they are going to hire them as employees
No, please follow the chain of command. I will be held accountable for any issue in my agency and dont need to have no control over my LSP's.
At least in our region, Allstate has always asked for my permission prior to contacting my LSPs for promotions, newsletters, or general questions. Since these are my employees, Allstate should respect our relationship with our employees.
They work for me, not Allstate