

SUCCESS AT AN INSURANCE COMPANY

We started on a one month trial. Our objective was to make one hire. We made three. We were extended beyond a year. We were asked to add a second recruiter.

But this story is about how we did it. The client was a Los Angeles insurance company. The jobs were mostly legacy information systems positions: COBOL, DB2, CICS...the hardest of the hard to fill.

34 hires in 35 weeks with a cost per hire of 7% of salary is testimony to this: we could find the candidates. The hard part was helping a company that had not systematized recruiting get organized and get the candidates hired.

First, we got all resumes to come to us as we distributed the resumes just to the managers who needed them. We took the candidates' telephone numbers off the resumes, so interviews had to be scheduled through us. Now candidates whom several managers wanted to interview would meet everyone in one interview trip to the company, not have to come back several times, as had been the practice.

We arranged for the company to participate in two job fairs: 9 hires. The company had been running the same ad in the Los Angeles Times every other week. We put in different jobs each week, depending on the need: 17 hires. We called technical friends and asked for referrals: 8 hires. Internet candidate databases were disappointing, yielding mostly inappropriate candidates.

We helped prioritize the openings and helped create a requisition approval system, so we only worked on jobs that were actually open...saving wasted hours and reducing the cost. We also helped with the contract programmers, reducing the time and aggravation associated with managing the vendors.

OUR EXPERIENCE IN THE INSURANCE INDUSTRY

The Insurance industry representing approximately 2% of our clients. The Insurance companies we have served have hired approximately 500 new employees with our help. The average salary has been approximately \$64,000.

- These Insurance clients **met their staffing goals.**
- They saved at least \$3,861,475 in recruiting costs.
- Hiring managers were pleased with the recruiting service they received.
- The Human Resources executives and managers received praise and appreciation for the recruiting solution they delivered through The Wentworth Company.

We filled jobs like these:

Administrative Associate	International Communication Specialist	Senior Microtech Specialist
Asset Based Auditor	International Design Officer	Senior Programmer/Analyst
Asset Based Finance Consultant	Investment Counselor	Senior Systems Analyst
Asset Based Operations Officer	Investment Specialist	Senior Technical Consultant
Asset Liability Analyst	IS Section Manager	Senior Trust Assistant
Assistant Product Manager	Leasing Manager	Service Support
Auditor I	Manager Professional	Servicing Specialist
Bank note Trader I	Development and Training	Technical Sales Support
Benefits Administrator	Marketing Database Manager	Trader III/VP
Business Development Officer	Marketing Specialist	Trader IV
Business Systems Administrator	Microsystems Engineer	Training Officer
Business Systems Manager	Network Manager	Trust Tax Manager
CBC VP	Operation Analyst	Trust Administrator II
Commercial Lending Officer	Oracle DBA	Trust Administrator III
Credit Policy/Portfolio Manager	Portfolio Officer	Trust Officer
CSM I	Product Manager	Trust Real Estate Specialist
Data Communications Tech	Quality Control Specialist	Trust Special Units Manager
Department Manager	Quantitative Research Analyst	Vice President Commercial Banking Officer
Fixed Asset Accountant	Retail Investment Sales Representative	Vice President HR
Information Security Analyst	Senior Business Unit Analyst	Vice President Treasury
IS Project Manager	Senior Employment Specialist	
Institutional Investment Marketing Manager		