



# Allstate®

## Northern Ireland

Allstate NI recruits the best talent both at experienced and graduate level in order to meet and exceed the technology and business development needs of our parent company. It is a great place to start your career or develop it further.

Find us on...



[www.allstateni.com](http://www.allstateni.com)

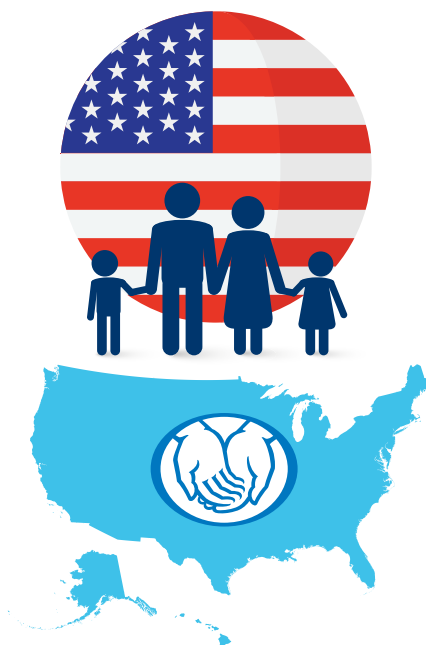
**IT's Altogether  
Better at AllstateNI**



**free**

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**ALLSTATE**  
IS THE **LARGEST**  
**PUBLICLY HELD**  
PROPERTY AND CASUALTY  
**INSURER IN USA**



**RETIREMENT**

Who we are

02/03

## COMPANY SNAPSHOT

**Allstate NI is Northern Ireland's largest IT Company providing high quality software development services and business process outsourcing solutions in support of its U.S. parent's global operations.**

The Allstate Corporation is North America's largest publicly held personal lines insurer.

A Fortune 500 company, with \$123.5 billion in assets, Allstate sells 13 major lines of insurance, including auto, property, life and commercial. Allstate also offers retirement and investment products and banking services. Allstate is widely known through the "You're In Good Hands With Allstate®" slogan in the US.

Allstate Northern Ireland celebrated its 10 year anniversary in October 2008, the company was incorporated in 1998 and commenced operation in 1999. With an initial cap of 250 employees, the Allstate Corporation quickly realised the opportunity in Northern Ireland regarding the wealth of skilled IT graduates. The company quickly reached its target of 250 employees and in the past 15 years has grown to over 2,250 employees over 3 locations.

Allstate Northern Ireland is an equal opportunities employer and has won many awards for its diversity programme. Allstate NI has a diverse workforce and currently has employees from Poland, India, Portugal, US and South Africa. The company has also won awards for its initiatives to encourage more females into the IT Industry in Northern Ireland.

The development environment is IBM mainframe/midrange/PC with all the associated technologies. Allstate NI is committed to software process improvement and in October 2007 achieved CMMI (Capability Maturity Model Integration) Level 3.

**3 locations -**  
Belfast • L'derry  
• Strabane

1999 = 250

2016 = 2500

## OUR LOCATIONS



### Belfast (Head Office)

9 Lanyon Place, Belfast

Next to the  
Waterfront Hall

Less than 5min walk to all City  
Centre shops, cafes & restaurants

Close to Belfast Central Train  
Station and just a short walk to bus  
stops for both Metro and Ulsterbus

Car parks at discounted rates close  
to building

Less than 10min drive to Belfast  
City Airport and 45mins drive to  
Belfast International Airport

Wireless network

Bike Park

Over 1,400 employees



### Northland

Springtown Business Park,  
Office 2, Northland Road,  
L' Derry

Car Parking

Bike Park

Over 400 employees



### Strabane

Orchard Road

Industrial Estate,  
Orchard Road,  
Strabane

Free Car Parking

Open 24/7

Over 400  
employees

### All Locations

Modern buildings, video conferencing facilities, shower facilities to encourage work life balance activities such as cycling, going to the gym at lunchtime etc & staff areas

## ALLSTATE NI SERVICES

### Our Services

- Infrastructure Support
- Application Maintenance
- Application Development & Integration
- Managed Services
- Project Management Office
- Consultancy Specialist
- Business Process Management

### Development Languages

J2EE	XSD	PL1	Magi
JavaScript	SQL	asp.	.NET
VB6	asp	Net	JSP
VBScript	XML	COBOL	COM
C#	VAGen	Assembler	JCL

### Our Skills/ Technologies

Languages (Development and Scripting), Platforms and Frameworks, DB Mgt Systems, Processes & Methodologies, Products & Tools.





**£1,500  
OF DENTAL  
TREATMENT  
EACH YEAR**

## EMPLOYEE BENEFITS PACKAGE

Allstate NI is proud of the range of both core benefits as well as the fringe benefits such as flexible working, bike cage, restaurant facility, financial support for team events, sports and social funding and others. We aren't just about work life balance, wellbeing, great opportunities and community projects.

- **Death in Service/Life Assurance**
- **Generous bonus scheme**
- **Flexible working time policy**
- **Employee recognition programme**
- **Income Protection Scheme underwritten by Aviva**
- **Dental Insurance**
- **Eyecare Benefits - Free eye tests and £100 towards glasses**
- **Medical Healthcare Insurance**
- **Parental friendly policies - free car seat and subsidised childcare vouchers**
- **Maternity/paternity policy**
- **Business travel accident insurance cover**
- **Subsidized gym membership in a range of locations throughout the province**
- **Duvet Days**
- **Subsidised Sports & Social Club**
- **Contributory Group Personal Pension scheme**

 **578**  
**EMPLOYEES HAVE FLEXIBLE  
WORKING ARRANGEMENTS  
INCLUDING CONDENSED,  
STAGGERED, PART-TIME &  
HOMEWORKING**

**TOTAL BENEFITS  
PACKAGE AWARDS  
TO APPROX  
£4,000 - £5,000**

**THE MEDICAL COVER  
PROVIDED TO ALLSTATE  
NI EMPLOYEES THROUGH  
AVIVA IS ONE OF THE MOST  
COMPREHENSIVE PLANS  
IN THE MARKET.**

## AWARD WINNING COMPANY

Allstate NI is Northern Ireland's most successful IT company, winning over 120 highly prestigious business awards at local and national level.

### Employer of Choice

Allstate NI's Work Life Balance programme has won the company multiple national and local awards. Championed by the senior management team, Allstate NI has promoted a comprehensive and innovative work life balance programme since 1999.

For full list of Awards check out the Allstate NI website:

<http://www.allstate.com/about/Northern-Ireland/awards-recognition.aspx>



## LIST OF AWARDS

**2014 Winner - Strabane Business Awards** Employer of the Year

**2014 Winner - Queens Award for Enterprise Sustainable Development**

**2014 Winner - Business in the Community Awards** Responsible Company of the Year

**2014 Winner - The Irish News Workplace & Employment Awards** Large Organisation Career Inspiration Award

**2014 Winner - Investors in People Awards** Excellence in Work Life Balance

**2014 Distinction Awards** Distinction in Employer Branding

**2014 Winner - Payroll Giving Quality Mark Platinum Award for Charitable Giving Scheme**

**2014 Highly Commended - CIPD NI** Employee Engagement Initiative of the Year

**2013 Winner - Irish News Workplace and Employment Awards** Work-life, Health and Wellbeing

**2013 Winner - CIPD NI Awards** HR Professional of the Year

**2013 Winner - CIPD NI Awards** CIPD NI HR Team of the Year

**2013 Winner - CIPD NI Awards** Health and Wellness Initiative of the Year Award

**2013 Winner - Belfast Telegraph Business Awards** Excellence in the Development of Management and Leadership

**2012 Winner - Investors In People Gold Award**

**2012 Winner - Belfast Telegraph Business Awards-** Outstanding Business of the Year

**2012 Winner - Translink Corporate Challenge**

**2012 Winner - Belfast Telegraph Business Awards** Excellence in Corporate Social Responsibility

**2012 Winner - Irish News Workplace & Employment Awards** Right Place to Work Award

**2012 Winner - Belfast Telegraph Business Awards** Excellence in Management and Development of Leadership

**2012 Big Tick Winner - Business in the Community Awards** Ways2Work Award

**2012 Winner - The Irish News Workplace & Employment Awards** Work Life and Wellbeing Award



OVER 120  
TOP AWARDS



## CSR PROGRAMME

Allstate Northern Ireland is committed to responsible business practices, to community involvement – investing our time, talent and resources in the communities where we live and work, and investing resources for the long-term, in sustainable change.

### OUR HELPING HANDS PROGRAMME CONSISTS OF 3 KEY ELEMENTS

Allstate NI is accredited to **Investors in People Gold Status** and is an Investors in People Champion. It uses the IiP framework to benchmark against other companies and to highlight and act upon any areas of concern.

Allstate NI is very **active in the community** both through its involvement with Business in the Community and its chosen charities but more recently through its own social impact campaigns including the XtheTXT – Don't Text and Drive campaign and more recently its Dragons Den initiatives, kickstarting new projects within the Northern Ireland community.

Allstate NI accepts an obligation to comply with all relevant legislation and minimise its impact upon **the environment**.



our people

*"Corporate responsibility is embedded in our values and informs how we conduct business, develop products and services and deliver on our goals and commitments."*

Rose Kelly, Vice President & Chief Administrative Officer, Allstate NI

our community

our environment



Involvement in the community

10/11

## GIVING BACK TO THE COMMUNITY

**Charities committees were set up for each Allstate NI location to raise awareness and funds for both local and national charities.**

Each Charity Committee meets on a regular basis, to respond to employee fundraising proposals, and encourage involvement in fundraising activities. They aim to organise at least one event every quarter and these include events such as Coffee and Donut day to celebrate the 4th July, Tour d'Allstate - a take on the famous Tour de France, Special Olympics, Belfast Marathon and our Annual Football Tournament.

## BUSINESS IN THE COMMUNITY

**It is a long-standing ANI tradition to volunteer our time and talent to nonprofit organizations.**

Allstate NI is involved with many of Business in the Community's programmes including Be A Saint

Day, Silver Surfers Day, Environment Day, Time to Read & Compute Programmes, ProHelp and Business Action on Health.

There really is something for everyone if you want to get involved!



**OVER 100**  
EMPLOYEES TOOK  
PART IN BUSINESS  
IN THE COMMUNITY'S  
CARE IN THE  
COMMUNITY  
PROGRAMMES

**£100,000+**  
RAISED FOR  
CHARITIES  
IN 2013



**SUBSIDISED GYM  
MEMBERSHIP  
- COST TO ANI  
APPROX. £95,000  
PER ANNUM**

**200**  
EMPLOYEES  
PURCHASED  
FLU JAB  
VOUCHERS

## SPORTS & SOCIAL COMMITTEE

The Sports & Social Committee organise events every month including the monthly Beer and Pizza evening which allows employees the opportunity to socialize and meet other people from other areas of the business. The S&S Committee also organize a well attended summer BBQ as well as trips to the cinema, theatre, concerts etc - all at discounted prices.

If you are interested in sport, why not join one of the following teams: Golf, Indoor Hockey, Cricket, Gaelic Football, Football, Chess, Badminton, Softball, Go Club - a strategy board game or Cycling.



OVER 20 SPORTS  
& SOCIAL CLUBS

SPORTS &  
SOCIAL SUMMER  
EVENT 2014



## X THE TXT

### Don't Text & Drive Road Safety Initiative

In 2010 Allstate Northern Ireland decided to launch the XtheTXT campaign in schools locally as part of Allstate's Community Responsibility program. The main principle is to educate young drivers and influence attitudes and behaviors towards road safety. The team works in close partnership with the PSNI and DOE — a clear indication of the quality of the program.

Business in the Community judge, John Heaslip, said: "Allstate's X the TXT — Don't Text & Drive campaign sets the standard for good corporate social responsibility. It shows that when a business uses their unique skills in partnership with others, they can really make a difference in their community."

There is an issue in Northern Ireland with the amount of young people causing collisions due to texting whilst driving and our aim is to give young people vital information relating to the dangers and risks involved with careless driving. The campaign aims not only to reduce the number of collisions caused by texting and driving but to teach young people of the social and legal impacts it could have on their future.



15,000+ STUDENTS  
ACROSS NORTHERN  
IRELAND HAVE  
PLEGGED NOT TO  
TEXT AND DRIVE

According to Rose Kelly, Vice President & Chief Administrative Officer of Allstate Northern Ireland the key objective of the campaign is to inform and educate students approaching driving age that text messaging is a significant distraction to the serious business of driving with potentially fatal consequences.

We aim to continue to promote safe driving through our XtheTXT campaign, committing to 2 events per week during the academic year. We have got 18,000+ students across NI who have received the XtheTXT workshop and pledged not to text and drive.

Visit us on Facebook at  
[www.facebook.com/XtheTXTNI](http://www.facebook.com/XtheTXTNI)



## Recognition



## TASTE OF LIFE AT ALLSTATE NI

### High5 Recognition Programme

Allstate NI promotes a peer talent recognition programme designed to acknowledge and reward individuals for their special contributions to the success of the company and to encourage others to follow their example. The tool is widely used throughout the company rewarding employees with points each time they receive a recognition. The top achieving employees have in the past received all-expenses paid trips to London, Orlando and San Diego.

## Diversity

## DIVERSE WORKFORCE

A significant factor in the success of Allstate NI's unprecedented growth in Northern Ireland, by which it has grown to over 2,250 professional IT employees in only 15 years, has been the company's ability to attract, retain and develop a diverse workforce. The definition of diversity is not restricted to representation of migrant workers, but extends to include a high representation of females in a male dominated industry, a high representation of employees with a disability and a diverse age range which includes employees over the normal age of retirement.

Allstate NI's Diversity and Equality Programme has successfully integrated diversity into the organisational culture. It is not a singular programme but an ongoing, integrated corporate initiative that enhances the company's ability to attract, motivate and retain a diverse pool of high performing employees necessary for a successful business.

Allstate NI has developed a comprehensive programme to support the integration of migrant workers and their families into the company and into Northern Ireland society. This includes providing assistance with setting up a local bank account and a 1 day accompanied tour of Belfast providing directions to the office, local shops and amenities, emergency services etc. All of this is reinforced by the 'Allstate NI Welcome to Northern Ireland' booklet, which reiterates much of this information and provides local maps, details of restaurants, reliable taxi firm numbers etc. English Language classes are also available for employees who would like to improve their English.





***IT's Altogether Better at***  
**Allstate Northern Ireland**



**Allstate<sup>®</sup>**  
**Northern Ireland**

**Allstate NI Belfast**

Head Office,  
9 Lanyon Place,  
Belfast, BT1 3LZ  
T: +44 (0) 28 9067 8000

**Allstate NI Northland,**

Springtown Business Park,  
Office 2, Northland Road,  
L'Derry, BT48 0GY  
T: +44 (0) 28 9067 8000

**Allstate NI Strabane,**

Orchard Road  
Industrial Estate,  
Strabane, BT82 9QR  
T: +44 (0) 28 7138 5185