

WHO? WHAT?
WHERE? WHY?
WHEN?



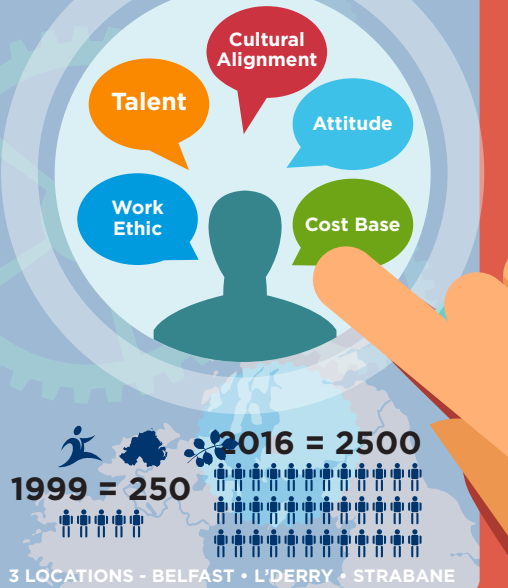
Allstate
is the **largest**
publicly held
property and casualty
insurer in **USA**



Allstate

Northern Ireland

N.Ireland



our people

- Average no. of days of sick absence per employee was 2.71 days (I.T. Industry average is 4.6 days - figure from CIPD report)
- 92.9% of employees think that ANI is a progressive WLB employer.
- 90.9% of employees said that the range of flexible working options in ANI are beneficial to their general well being.
- 93% of employees said that ANI offers them the same or greater work life balance options compared to their peers who work in a similar industry.
- 98.1% of employees feel that Allstate NI demonstrates a commitment to Diversity.
- 97.9% of employees think that ANI is an equal opportunities employer.

our people

energy for life

Energy for Life programme -

180 leaders and 210 employees completed in 2013



Since 1999 ANI has recruited and trained over **700** unemployed IT and non IT graduates through the Bridge 2 Employment programme



Blood Donation Session
100 donors



100 Chest, Heart and Stroke health assessments in 2013



92 employees attended
Back Care classes



578 employees have flexible working arrangements - including condensed, staggered, part-time, homeworking



200 employees purchased **flu jab** vouchers



160 FREE corporate **massages**



Over **20** Sports & Social clubs



158 people attended **Will advice** session



Cycle to Work Scheme

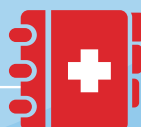


Provision of a free baby car seat for all new parents



Subsidised gym membership - cost to ANI approx. **£95,000** per annum

Fully subsidised Norwich Union Private Medical Health - cost to ANI **£350,000** per annum



Subsidised child care voucher programme



Annual dental insurance with Cigna - cost to ANI approx. **£182,000** per annum

Annual Vision Care programme valued at **£150** per employee - over **780 claims** in 2013



Company funded professional counselling services to employees through Norwich Union.



our environment

ENVIRONMENT

- ✓ Recycling Stats – Paper, Plastic Bottles, Cans, Computers
- ✓ ANI Cycle to Work programme – over 400 bicycles purchased & bike cage provided in local car park for security of bikes
- ✓ Translink Taxsmart scheme promoted by company - 12 month interest free loan
- ✓ Top of the range video conferencing unit installed in Belfast – a Cisco Telepresence unit – to help reduce travel to the US and India
- ✓ NI has computer software installed in all PCs called ‘Night Watchman’- this hibernates computers at 8pm every night and reawakens them in the morning. The same process works for the lights- they sleep at 8pm and the toilet lights are motion sensed.
- ✓ Double sided printing
- ✓ The electricity for the Belfast Building is also from 100% renewable energy sources. It is hoped to extend this to the Derry and Strabane sites in the future.



our community

COMMUNITY

- ✓ Over 15,000 students have received the XtheTXT – Don’t Text & Drive message & over 60 employees trained to deliver the programme
- ✓ Over £100,000 raised for charities in 2013
- ✓ Over 100 employees involved in Business in the Community programmes in 2013

Dragons’ Den

The ‘Home Run’ Project- to raise awareness amongst employees as well as the general public, of becoming a regular giving donor to the Simon Community.

Pre-Loved Treasures- Working with Carnhill Resource Centre (Derry), this initiative in the Northland Office aims to create a donation bank of toys, clothes and books to help families/guardians that need a little extra help providing for their children.

Allstate School of IT

One Tin a Month- With the increased necessity for food banks, this group has set up a new scheme across Allstate NI – ‘One Tin a Month’. Working with St Vincent de Paul and Storehouse in Belfast the initiative aims to provide tinned goods to help families that need the most help in their areas.

ANI Suicide & Mental Health Awareness Campaign “ANibody”- in association with PIPS provides half day workshops to educate employees on how to LOOK>LISTEN>and LINK so they can protect themselves and others from suicide risk. It is hoped that a further phase will be to train employees to deliver a Suicide Awareness Programme to schools or community groups.

Agewell- An initiative that aims to provide software improvements for a small charity in Magherafelt that provides a free, community based telephone support service for older and vulnerable people.

Winner of the Allstate Corporation’s Helping Hands Volunteers Team Outstanding Champion Award & Individual Award - out of 50,000 employees worldwide!

Connect with us.

@allstatecareers
 company/allstate-northern-ireland
 /AllstateNI
 /allstateni