



# 2012

## Corporate Social Responsibility Report





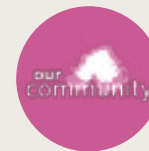
# CSR

## Introduction

Allstate Northern Ireland is the largest IT company in Northern Ireland, employing over 2000 people in 3 locations in Belfast, L'Derry and Strabane. The company was established in Northern Ireland in 1999 and is Allstate's largest outsource provider. It is a major centre for software development and technical support serving its US and parent company. From its inception, ANI has built a culture of corporate responsibility that focuses on commitment to community, environment and its people.

## Among our top accomplishments in 2012:

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



### Community:

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



### People:

- 2012 Winner - Investors in People Gold Award, 2012 Winner - Irish News Workplace & Employment Awards - Right Place to Work Award, 2012 Winner - The Irish News Workplace & Employment Awards Work Life and Wellbeing Award.



### Environment:

- 2012 Winner - Translink Corporate Challenge and 2012 Big Tick Winner - Business in the Community Awards - Ways2Work Award, in recognition of its commitment to driving forward real behavioral change by promoting sustainable travel as part of its corporate responsibility targets.

Allstate Northern Ireland Limited

Diversity



## XtheTXT Northern Ireland

Allstate NI's entry for the Belfast Telegraph's Excellence in Corporate Social Responsibility was based on their X the TXT — Don't Text & Drive campaign which has reached over 150 schools in the past 3 years and a wider audience through a multimedia competition on Cool FM.

Allstate NI works in partnership with the PSNI and DOE on the campaign with both organisations providing funding — a clear indication of the quality of the programme. 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 were other admirable campaigns but Allstate embedded this campaign seamlessly and made a remarkable impact."



## Craigavon Senior High School has the X the TXT factor

Back in September 2011 Allstate Northern Ireland ran a competition for students to come up with an idea for a 30 second video clip for YouTube to promote their safe driving message of X the TXT - Don't Text & Drive.

It was announced on Wednesday 21st March 2012 that Craigavon Senior High School had won the competition, after receiving the most votes for their video. Hannah Gardiner, pupil at Craigavon Senior High School who had the winning idea received £1,000 for her school as well as tickets to the X Factor concert at the Odyssey Arena for her friends and teachers.

Hannah's idea featured a young mum and her son, with the mum lying seriously ill in a hospital bed after a horrific road traffic collision. The camera flashes back to images of happier times and the mother and son playing, returning to the child playing with his toy cars and a toy mobile phone. The son is crashing the mobile phone into the cars which has been the cause of the collision. The last scene depicts the mother losing her life because of the collision, it's a very hard hitting message but one that shows how just one distraction can lead to devastation on our roads and to people's lives.

Ulidia Integrated College and South Eastern Regional College were finalists in the competition

and you can still watch all 3 videos on Allstate NI's YouTube site.

Head of Road Policing, Superintendent Muir Clark said: "Using a mobile phone while driving is not just an offence, it can lead to a lapse of concentration that can and has resulted in people being killed in crashes on roads in Northern Ireland in the last year."

"Drivers must exercise proper control of their vehicle at all times. Never use a handheld mobile phone when driving. Using hands free equipment is also likely to distract your attention from the road. It is far safer not to use any telephone while you are driving. No phone call is worth losing your own or some innocent person's life. If it's a vitally important call, find a safe place to stop first."

Iain Greenway, Director of Road Safety and Vehicle Regulation Division said: "Educating the public and influencing attitudes and behaviours towards road safety is vital and the first step towards achieving this is to instil good road user attitudes and behaviours in young people. What is learnt and put into practice at a young age forms the basis of behaviour later in life".

"Through working in partnership with organisations such as Allstate, initiatives like this will contribute



to a reduction in the number of people killed or seriously injured on our roads each year".

Mark Mahaffy, Managing Director of Cool FM said, "We are proud to be able to support this innovative campaign which tackles a very serious and pertinent issue that is particularly relevant to young people in Northern Ireland. After watching these short films we hope that people will think twice before picking up their mobile phone when driving and realise that a quick reply to a text message or answering a phone call is never worth putting lives at risk."

Texting and driving is becoming more and more of an issue on our roads and even though it is illegal in Northern Ireland to use your mobile phone whilst driving, you still see people doing this on a daily basis. Allstate Northern Ireland launched the X the TXT campaign in 2010 as part of their community programme and so far over 60 schools and colleges have taken part in the X the TXT Challenge, receiving a serious road safety message in a fun and interactive way. The campaign is endorsed by PSNI and DOE. You can support the initiative at [www.facebook.com/XtheTXTNI](http://www.facebook.com/XtheTXTNI).





## Go Berserk the fun way to learn the skills associated with building websites



Go Berserk (www.go-berserk.com) is very proud to have been supported and sponsored by Allstate Northern Ireland. We have written a book (the only one in the world) which teaches children as young as 8 how to make their own websites using HTML and CSS code. The book, called „Go Berserk making websites“, has actually been used by children as young as 6, and as a text book in A-level classes.

Since our launch at Stormont in May we have placed one free book in every primary and secondary school in Northern Ireland and have just won the Best Business Innovation at the Belfast Business Awards (beating competition like Sixteen South TV who make the CBeebies muppet programme Sesame Tree). We are now receiving orders from GB and ROI, as well as interest from the US, Canada, Australia and the Ukraine. In the new year we hope to bring out books to teach children how to write Java and Python code, and are already working on an interactive eBook and an iPad game.

Please visit [www.go-berserk.com](http://www.go-berserk.com) to find out more or like us on Facebook (GoBerserkBooks).

## Allstate Fans the Flame for Special Olympics Ulster's Annual Collection

Allstate NI pledged its support to the Special Olympics Ulster Annual Collection Day, which took place on Friday 27th April 2012. Staff from Allstate, based in Belfast and Strabane, Co. Tyrone was out in force at collection points to raise vital funds to support the sports charity's work in the Ulster region.

Commenting on this year's Annual Collection Day, Bro McFerran, managing director, Allstate said:

“Allstate is proud to fan the flame for Special Olympics Ulster's Annual Collection Day by engaging our staff at each of our office locations in Northern Ireland to collect on April 27th. The charity provides excellent opportunities for people with intellectual disabilities across Northern Ireland to experience life-changing sports activities. We are thrilled to support this initiative and hope we can play our part in helping to make a real difference to the lives of people with intellectual disabilities.”

The aim of the Collection Day is to raise funds to support the programme of sports training and competition opportunities offered by Special Olympics, so that every person with an intellectual disability has the opportunity to reap the rewards of participating in sport.

Shaun Cassidy, regional director, Special Olympics Ulster added:

“Special Olympics Ulster currently supports over 2,043 athletes in Ulster, with year-round activities in 97 clubs across the region. Our Annual Collection Day on Friday 27th April is the biggest day in our fundraising calendar, which is why the support of Allstate is so important. It is thanks to the on-going support from our corporate partners and volunteers across Northern Ireland that we can raise vital funds that will allow us to continue to develop the Special Olympics programme across Ulster.”





Our fundraising power – a big thank you to all of our employees who raised a grand total of £49,969.94

Below is a list of charities, that benefited from donations by the Allstate NI charities committees in 2012.

Special Olympics  
Rescue NSPCC  
Action with Effect  
Macmillan Cancer Support  
Simon Community  
Hazelbank Community Group  
Arvalee School  
Prostate Cancer  
Cancer Focus  
Chest Heart  
Stroke  
Foyle Hospice  
Foyle Search  
NICancer Fund for Children  
Institute of Cancer Research  
Greenfield Residential Home  
Divert  
Ballymagroarty

Allstate NI employees are very creative in their fundraising activities and taking part in some of the following events:

Movember  
ATO Rec Day Abseil  
Big Prize Draw  
Prize Draw  
GAYE Calendar Sale  
Sponsored Walk  
MAN February  
Badminton tournament  
Sport Relief Football  
Donation of Recognitions  
Easter Basket Draw  
Sponsored Dancing  
Headshave  
Dress Down Days  
Clothing Collection  
Coffee Mornings  
Santa Letters  
Bun Sale  
Diwali Celebrations  
Marathon  
Charity Swim





## Belfast Charities Committee

In 2012 we raised a fantastic £13,600, which was split equally between Simon Community, Northern Ireland Cancer Fund for Children, Chest, Heart and Stroke and MacMillan Cancer Support.

The main fundraiser as usual was the Big Prize Draw which, thanks to the generous \$6,000 donation from Suren Gupta and Annual Leave from Rose Kelly, raised an amazing £9,055 in Belfast. This was coupled with over £500 collected on the ATO appreciation day from the dress down, buns sale and guess the number of sweets in the jar. We then ended the year with almost £150 raised by sending letters from Santa.

We are also grateful to the Badminton club who ran a badminton competition for us raising £80. Most importantly we are very thankful for the support we receive every year from our fellow employees, especially those who donated their recognition awards throughout the year giving us almost £1,600.

## Northland Charities Committee

The second half of 2012 proved to be a very busy year for the Northland Charities Committee.



One of the biggest collections of 2012 was for Special Olympics Ireland (£610) and 4 employees (Anjeev Kaur, Nichola Hutcheon, Richard Boyd and Mark Titus) scaled down one of the highest buildings in the city, The City Hotel. The month of November proved to be an interesting albeit hairy challenge for 2 Northland members who took part

in the Movember charity challenge; Lee McGerty & Kevin Higgins. They braved the jibes and laughs and raised £403 for Prostate Cancer UK and the Institute of Cancer Research. Well done lads!

Throughout the Diwali festival of light celebrations the charity committee raised £260 for Action with Effect. Not only was this a great way to raise money for the Indian charity but it was a great exchange of cultures between India and Northern Ireland. Instead of the traditional coffee morning, Indian treats were enjoyed and many members of staff dressed in cultural Indian dress.

The Christmas appeal in 2012 was for the local charity Divert. Via Operation Snowball, staff members donated food, toys and money which in turn aided vulnerable children, families and older people within Derry city. As well as food and toys, vouchers to the value of £270 were given to the charity.

The NSPCC received £250 at the end of the year through the committee's annual Santa letter initiative. All of the kids were delighted with their beautiful letters which were produced by committee members who willingly gave up their time to craft.

Four coffee mornings took place from August to December raising a combined total of £776. The four charities that benefitted were Ballymagroarty and Hazelbank Community Group, Macmillan Cancer, Foyle Hospice and Cancer Focus.

The Northland Charity committee would like to thank everyone who supported these great causes in 2012 as the generosity throughout the year has been overwhelming. Here's to an even better 2013 and reaching out to help those who need it most.



## Strabane Charities Committee

Greenfield Gardens gets a makeover!



The Western Health and Social Care Trust (Western Trust) gratefully acknowledges the generosity of the Allstate Call Centre staff in Strabane who gave a large donation to provide a makeover of the gardens at Greenfield Residential Home. Residents, carers, visitors and staff are delighted with their new garden which provides access to a therapeutic outdoor space. Residents have the opportunity to walk around the beautiful garden, feed the birds or do a bit of gardening.

Brenda McColgan, Western Trust, Acting Senior Care Assistant at Greenfield said: "Residents and their families are very much enjoying the new garden. I would like to thank Kevin McCrory a local landscape gardener who has done such a fantastic job and to staff at Allstate Call Centre

for making this happen. This garden will certainly benefit residents as it is a peaceful place.

Allstate Strabane donates to Foyle Search and Rescue

The staff of Allstate Strabane held a dress down day in aid of Rhys Jack who tragically lost his life in 2012. Rhys was the brother of Allstate employee Ryan Jack. The funds were raised for Foyle Search & Rescue who assisted in the search for Rhys.

All staff participated in the event and there was a donation of £1 per person to wear their casual clothes to work. On Friday 12th October Sean Edwards, Shore Coordinator and Avril Throne of Foyle Search and Rescue were on site to receive a cheque for a total of £475.00 which was raised by the staff members. The cheque was presented by Ryan Jack and members of the Allstate Charities Committee



### Sweeney Todd Demon Barber Charity Headshave

Allstate Strabane Charities Committee give generous donation to Arvalee School

Arvalee School and Resource Centre opened in September 2004 after the amalgamation of Heatherbank School and Cranny School. Arvalee School specialises in working with children aged 3 to 19 years of age who have moderate and severe learning difficulties.

Arvalee School aims to provide the best possible education whatever difficulty the child may have in learning. The staff are committed to providing each child with the care and learning opportunities they require and have developed a wide range of educational experiences, resources and teaching strategies in order to achieve this goal.

On Friday, 31 August 2012 shortly before midnight,

### Give as you can

As well as taking part in many fundraising and volunteer activities, ANI employees are extremely generous and donate via the Give As You Can programme. In 2012, employees donated xxxxxxxxxxxxxxxxx to the following charities.

For employees' contribution in 2012, the Charities Aid Foundation has so far awarded Allstate NI with a Platinum Payroll Giving Quality Mark as a symbol of employees' commitment to payroll giving.



a major fire broke out at the school. Several fire appliances attended the scene and firefighters worked throughout the night to contain the blaze.

The cause of the fire is currently under investigation and the children from the school have been placed in temporary accommodation until work on a new building can begin.

In order to support this worthy cause, the Charities Committee at Allstate NI based in Strabane held a 'Dress Down Day' in order to raise funds for the school in their hour of need. We managed to raise a total of 250 which was presented to Karen Connolly from the 'Friends of Arvalee' support group. Allstate strive to support the community in times of need and it was only second nature to do a fundraiser for such a fantastic school.



**"It is such a wonderful cause for the athletes and their families..."**

**Lara Van De Langeryt,**  
Software Tester

### Background

I have been working for Allstate for just over 1 year. I was lucky enough to make it onto the bridge to employment program where I completed 5 weeks of software training. This has lead on to me being a Software Tester for Allstate's Integrated Voice Recognition (IVR) projects. I originally came from Canada via Scotland in 1997 where I started working in catering. I have had a number of jobs since moving here. My husband and I moved to England in 2007 but moved back to NI in 2010.

### What CSR projects are you involved in?

I got the opportunity to volunteer for the Special Olympic's Collection Day last year when John was going on holidays. He needed someone to take over the organisation of volunteers and to make sure the day went smoothly. That was my first chance so when I was asked this year I was more than happy to do it again. It is such a wonderful cause for the athletes and their families.

### Charity Involvement

I have been involved with the Belfast Charities Committee for my whole time at Allstate and have participated in both committee meetings and events. I have taken on the job of looking after our SharePoint site to hopefully make it more relevant especially to those in the company who may want to volunteer as a one off. In the last number of years I have skydived, walked on hot coals and taken part in the Belfast Marathon twice to raise money for charities.

### Hobbies inside/outside of work

I love going to the movies. My husband and I have a date each month to go for lunch and a movie. It's brilliant! Also we are hoping to get back into historical re-enactment (Viking period) this year. My main hobby entertaining my 3 year old daughter who is a complete little wonder.





## Belfast Environmental Committee

In 2012 our provider, Bryson House, recycled 375 bags of our plastic bottles, 151 bags of our paper and 103 bags of our cans, enough to divert 40 commercial (1100 Ltr) waste bins from landfill or almost one 40ft container. This is a 13.8% reduction on 2011 which is great news.

In the 2012 Business In The Community (BITC) ARENA survey, which is an annual assessment of a company's environmental credentials, Allstate NI achieved another Quartile 1 score making it one of the top performing companies in its industry sector.

## Northern Ireland's first 'Water Champion'

Allstate NI has been awarded a Gold award for saving water and providing water efficiency information to all staff. You can save between 30% and 50% off your water bills by implementing no or low cost water reduction technologies. Allstate NI become Northern Ireland's first "Water Champion"! Working with the Consumer Council we are trying to reduce our water use and raise awareness of what we can all do at work and at home to look after this precious resource. Read the full article at [www.allstate.com/ni](http://www.allstate.com/ni)







**“There are many people struggling in our community and I feel it’s important to try and do your bit.”**

**Owen Coogan**  
Senior Developer/Team Manager

### What has your time been like at ANI?

I joined on 4th June 2004 as a Senior Software Developer. I was promoted to TM after approx 1 year and managed Development LifeCycle Services for a further 6 years until last March when I was asked to take over the Architecture Services Solutions team. This is basically a team of Solution Architects who work for the Architecture Services area containing about 140 architects all told. I manage the performance management, resourcing, allocation, recruitment, invoicing & admin for the team & report to the relevant Chief Architects in HO.

### What CSR projects are you involved in...

I first got involved with a project through ProHelp which was advertised by Sonya that was in my local town in Magherafelt called AgeWell which has a group of volunteers who call a collection of old people and befriend them providing support and assistance when possible – they needed their software updated and converted to a more user friendly format.

I also helped with the Princes Trust Million Makers project which raised about £12k for that charity. I do it because it’s a good way of using the talents and resources in ANI to help our local communities.

There are many people struggling in our community and I feel it’s important to try and do your bit. I remember when I was younger struggling to start a career in England and I was very poor and it often felt like there was no one who cared but these types of projects show others that large companies contain lots of individuals with a social conscience who are willing to help.

### Charity involvement

I am a member of St Vincent de Paul which helps disadvantaged people in my local area. Getting involved is hard and is constantly putting me out of my comfort zone but just occasionally you know something you have done has made a real impact in someone’s life and that makes it worth while.

### Hobbies inside/outside of work

Mobile Apps – Android, Game of Thrones Extra work, taxiing my 3 daughters across the land.

### Belfast Environmental Committee



Allstate NI employees clocked up more than 10,000 miles in 2897 journeys to work by foot or bike. The team burnt nearly 600,000 combined calories and saved £2489 in travel costs.

More than 2000 individuals and 50 groups competed to clock up the most cycling and walking miles during June, with Allstate in Belfast Derry/Londonderry and Strabane the winner of the 500+ staff member category.

Throughout the challenge participants were able to access feedback on how many calories they’d burnt and the amount of money they’d saved on each journey by choosing healthy, green and cheap alternatives to driving.

Sustrans Northern Ireland Director, Steven Patterson said: “I would like to congratulate Allstate NI for clocking up such a huge number of miles for the Big Cycle and Walk Challenge. It has been a fantastic opportunity for participants to improve their health, increase their wealth, and reclaim rush hour.”

Brian Campbell, coordinator of the challenge at Allstate NI said, “Over 150 employees recorded their walking and cycling journeys for a month, covering thousands of miles and burning off thousands of calories as a result. Through a massive effort by the Allstate NI participants, we managed to win our category in this UK-wide challenge, beating many other large companies and organisations across the UK.”

Bro McFerran, Managing Director at Allstate NI said: “This is a great initiative by Sustrans and we are delighted to support it. We already encourage our employees to travel to work via more sustainable forms of transport through our Cycle to Work scheme, TaxSmart Bus Pass Scheme, interest free loans for train passes as well as providing a Bicycle Cage on site to house over 60 bikes securely. Not only does this save employees money and help the environment but it also contributes greatly to the health and wellbeing of our employees so it makes complete business sense.”

### Allstate NI gains Big Tick for Ways2Work

A mass celebration of responsible business took place at the new Titanic Belfast building on Thursday 31 May 2012 for the annual Business in the Community gala awards.

Allstate Northern Ireland was named the 2012 winners of a new Big Tick, Ways2Work Award for inspiring examples of sustainable commuting and business travel, as well as sustainable working and alternatives to travel, such as flexible and agile working.

Bro McFerran, Managing Director, Allstate Northern Ireland received the accolade as HRH The Prince of Wales’ Ambassador for Corporate Responsibility in Northern Ireland for the second year running for his outstanding leadership and commitment to responsible business in the region. Visit our [www.youtube.com/AllstateNI](http://www.youtube.com/AllstateNI) to view the video of Prince Charles presenting Bro with this prestigious award.





## Translink Corporate Challenge

Allstate NI were winners of the Translink Corporate Challenge' in 2012 a four month initiative launched in partnership with the Irish News and supported by Business in the Community which challenged local businesses to become more sustainable by encouraging employees to use public transport

Norman Maynes, Head of Business Development at Translink said, "We are delighted to present Allstate with this prestigious award in recognition of its commitment to driving forward real behavioural change and promote sustainable travel as part of its corporate responsibility targets."

"As an organisation we are always keen to communicate the sustainable benefits along with the costs savings that public transport offers and Allstate demonstrated a real dedication to the initiative, using internal communications to target employees and build momentum across the campaign period."

Allstate, who employ 1,181 staff in their Belfast office, conducted monthly surveys to determine commuting habits and perceptions of passenger transport, and from January recorded an increase from 45% to 52% in the number of employees who use bus or rail at least once a week or always. One in ten employees who responded to the final survey confirmed that they used the bus or train for the first time in 2012.

Glen Burgess from Allstate commented, "Allstate Northern Ireland is delighted to have been selected as the 2012 Translink Corporate Challenge winner. Our employees really got behind the challenge, many tried public transport for the first time and others gave up the car to take advantage of Translink's variety of ticketing options. I would like to thank Translink's corporate, ticketing and marketing departments for helping us set up our train and bus initiatives in 2010."

**"52% of ANI employees use bus or rail travel at least once a week."**

Employees can also make great savings on public transport through Translink's TaxSmart Scheme. Taxsmart promotes the use of annual travel cards offering great savings on bus through an HMRI employee sacrifice scheme or an Annual Commuter Card for train travel.







**“Besides the money raised for a good cause it also helped develop my own business skills.”**

**Dwyer Gorman**  
Training Admin Manager

### Background

Now into my 10th year in the company I started out as a trainer in the call centre when it was in Belfast. After helping to transition the work to Strabane in 2005 I moved into my current role in the Training Department. My tasks are varied and I get involved at various stages of the training lifecycle from planning right through to delivery and post evaluation.

### What CSR projects are you involved in?

I've been involved in a number of CSR/Charity events during my time here. I normally try to get involved (or am coerced) in at least one event each year. The Prince's Trust was a great event to get involved in as we had targets to meet and had to run the project like a small business. Besides the money raised for a good cause it also helped develop my own business skills. On saying that, I played it safe by raising money through training initiatives. I have also been involved in Time to Compute and Silver Surfers through Business in the Community which I would recommend as you actually get to see the impact you are having on the young and old of society. The last time I did Silver Surfers I remember helping a woman in her eighties send her first email to her daughter. Within the hour the daughter had responded saying she was in tears and this had just made her day. Such projects don't require a lot of IT knowledge (luckily for me) but I do get a lot of satisfaction from them and I'd like to think those that participate do too.

### Charity involvement

Most of my CSR/Charity involvement now takes places through Allstate, though from time to time, I will get involved in fundraising activities outside of work. I'm in 'charity begins at home mode' currently as 2 of my kids need a taxi driver to take them to their various sporting activities throughout the week.

### Interest in education of IT

I've never really had a focus in the past with regards the CSR/Charity activities I've been involved in. However through my role in training I've spent a lot of time talking to schools, colleges and universities. Going forward I'd like to get more involved in the education of IT in Northern Ireland. Besides the work we do internally to help our own employees, there is a lot more work we can do at primary and secondary level to raise the profile of IT as a career. As with a lot of the CSR/Charity projects I get involved with it is difficult to know the level of success I'll have in this area. However as a certain T. Roosevelt once said "It is hard to fail, but it is worse never to have tried to succeed."

### Hobbies inside/outside of work

Once a week I get out to kick a bit of leather around with a bunch of old crocks like myself. However I'm more of a spectator now than a participant. When the wife's head is turned I like to sneak out to watch the not so mighty Armagh at gaelic and once a year I try to get to Anfield to watch the mighty Liverpool.

## Allstate NI Investing in Employees' Health & Wellbeing

Allstate Northern Ireland is celebrating again after receiving the Investors in People Health & Wellbeing Award recently, this in addition to the Investors in People Gold Status that the company had previously received in 2009.



Golf, Badminton, Football, Yoga, Surfing, Cycling, Gym, Rambling, these are only some of the sports clubs that are on offer at Allstate Northern Ireland which allow employees to maintain a healthy worklife balance.

This award recognizes the time and resources that Allstate invests in health & well-being strategies, initiatives and activities. The assessment required the company to provide a detailed report outlining company activities around 10 particular indicators as follows: Health & Well-Being Strategies and Resources, People Management Strategies, Leadership & Management Strategies, Management Effectiveness, Recognition & Reward, Involvement & Empowerment, Effective Health & Well-Being, Performance Measurement and Continuous Improvement.

Allstate NI's health and wellbeing strategy takes into consideration 4 key areas: Your Money, Your Community, Your Health and Your Benefits. Employees are invited to attend health and wellbeing information sessions in the office which includes financial planning clinics at work, NI Chest, Heart & Stroke advice, flu jabs, Quit to Commit — the smoking cessation class, weight loss programmes, Action Cancer, back care clinics and much more.

This is in addition to the competitive benefits package that the company provides employees including Dental, Medical, Death in Service, Income Protection, Contributory gym membership, Flu Vaccination, Eye care, Buckle Up Baby, Bonus of up to 6%, Sick Pay Scheme and Company Contributory Pension scheme.

Employees raise substantial funds for local charities each year as well as volunteering their time and talent to make a difference in their local communities, in programmes such as Business in the Community's Time to Compute, Time to Read, Silver Surfers' Day and Allstate's own X the TXT — Don't Text and Drive initiative.

Bro McFerran, Managing Director at Allstate Northern Ireland commented "As a major employer in Northern Ireland, we understand the importance of health and wellbeing for our employees in helping us to retain and recruit the best talent to our organization. We have a saying at Allstate that it's not just a job it's a way of life, we want to make it easy for our employees to have a good worklife balance that revolves around their family or leisure activities. We know that those employees in turn are more engaged, loyal and happy in their work. This leads to reduced absenteeism and higher employee retention, allowing us to keep the knowledge capital that we have built over the years."





# Award Winning Company

## **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

## **2011 Winner**

Business in the Community Responsible Company of the Year Award

## **2011 Winner**

Irish News Best Place to Work Award

## **2011 Champion Award**

Irish News Workplace & Employment Awards

## **Investors in People**

Health and Wellbeing Award - Belfast & L'Derry Office

## **Investors in People**

Health and Wellbeing Award - Strabane Office

## **2011 Highly Commended**

Business in the Community Environmental Improvement Award

## **2011 Highly Commended**

University of Ulster Placement Employer of the Year Award

## **2011 Highly Commended**

Business in the Community Employer of Choice Award

## **2011 Family Friendly Employer of Choice Award in the Large Private Sector Company**

Childcare Works Awards

## **2011 Marketing Excellence Award**

Chartered Institute of Marketing Awards

## **2011 Employer of the Year**

Chamber of Commerce Strabane Business Awards

## **2010 Investors in People**

Silver Status - Strabane Office

## **2010 Platinum Environment Award**

Business in the Community's ARENA Network

## **2010 Winner**

Irish News Talent Management Award

## **2010 Winner**

Investors in People Silver Award

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