

Experienced Hire Candidates Available in 2024

This form provides you with the qualifications of experienced producers that can be hired this year. In prior years these producers worked for your competitors, or elsewhere in the market, and they are now looking for greener pastures (and better management!).

Page 1 is for Personal Lines (PL) and Page 2 is for Commercial/Benefits Lines (CL/EB). Please note: experienced producers do NOT come with a book of business.

Review the information on the producers available this year and determine which, if any, you would like to potentially pursue for employment in your business. The team that submits the best signing bonus offer to a producer will “win” that producer. NOTE: You cannot rehire any producers that previously worked for your firm.

Personal Lines

	Source Competencies					Segment Competencies		Other Competencies			
	Source 1	Source 2	Source 3	Source 4	Referrals	Personal: Mass	Personal: VIP	Lead Generation	Lead Conversion	Renewals	Coordination
Team 1	4.1	2.5	4.3	3.4	5.0	5.4	3.5	3.4	3.9	5.9	4.9
Team 2	6.1	4.8	6.4	5.6	5.0	7.3	5.7	4.4	3.6	2.8	4.4
Team 3	3.3	4.1	5.5	5.9	5.0	5.0	3.8	5.9	5.3	4.4	3.7
Team 4	3.6	2.5	3.7	3.1	5.0	4.4	4.1	4.6	3.4	2.8	4.6
Team 5	3.6	2.5	3.7	3.1	5.0	4.4	4.7	4.1	3.4	2.8	4.1
Team 6	3.6	3.4	5.2	4.1	5.0	5.9	6.1	7.0	4.9	5.2	5.5
Team 7	6.3	5.1	5.4	5.8	5.0	4.6	4.3	4.3	3.6	3.9	4.3
Team 8	6.1	5.7	8.9	7.9	9.8	8.6	6.6	5.5	5.0	8.6	7.3

Enter “Bonus \$ Offer” and desired number of FTE hires below:

	PL FTEs Available	Bonus \$ Offer	Number Desired
Team 1	0.1		
Team 2	0.1		
Team 3	0.4		
Team 4	0.3		
Team 5	0.4		
Team 6	0.3		
Team 7	0.3		
Team 8	1.0		

Your Team Number: _____

Fill out the information and submit this form to the bidding coordinator by the bid deadline.

Minimum bid: \$60,000 per FTE

Commercial Lines / Employee Benefits

Segment Competencies

	BOP	Mid Market: General	Mid Market: Value-Added	Niche 1	Niche 2	Niche 3	Niche 4	Niche 5	Niche 6	Benefits: Small	Benefits: Mid-Market
Team 1	5.0	5.4	6.4	5.0	4.2	4.5	9.4	4.6	5.4	5.7	5.3
Team 2	4.4	7.1	8.1	5.5	6.0	6.4	4.9	6.4	5.7	2.9	3.6
Team 3	5.3	7.1	7.9	6.5	4.9	5.5	5.7	5.1	6.7	5.1	5.6
Team 4	4.5	4.9	5.8	5.6	3.8	4.1	4.9	5.2	3.6	3.0	2.5
Team 5	3.7	6.0	6.4	6.3	3.2	2.8	3.8	5.9	5.3	2.9	3.5
Team 6	6.1	9.1	8.9	6.5	6.8	6.6	7.9	5.5	7.6	6.8	5.7
Team 7	5.7	6.1	6.3	6.1	3.9	3.2	5.1	4.3	5.2	4.6	4.1
Team 8	9.6	10.0	9.8	5.0	9.8	6.4	9.8	8.4	8.8	8.1	5.0

Source Competencies

Other Competencies

	CL/EB Source 1	CL/EB Source 2	CL/EB Source 3	CL/EB Source 4	CL/EB Referrals	Lead Generation	Lead Conversion	Renewals	Coordination
Team 1	3.8	4.6	7.4	7.1	5.0	5.7	5.5	7.4	6.6
Team 2	4.6	6.2	6.4	7.4	5.0	5.0	4.9	5.2	6.0
Team 3	3.7	6.2	6.4	6.1	5.0	6.0	6.0	6.3	6.1
Team 4	3.5	2.9	4.1	4.1	5.0	4.1	3.8	3.1	3.8
Team 5	4.4	3.7	4.0	5.2	5.0	4.2	5.0	4.2	4.1
Team 6	6.7	8.0	7.4	8.5	5.0	7.8	8.0	8.1	8.5
Team 7	4.7	4.5	5.8	5.3	5.0	5.4	5.4	4.3	5.0
Team 8	5.7	9.1	5.0	5.6	9.9	8.8	9.9	8.8	7.1

Enter "Bonus \$ Offer" and desired number of FTE hires below:

	CL/EB FTEs Available	Bonus \$ Offer	Number Desired
Team 1	0.7		
Team 2	0.7		
Team 3	1.4		
Team 4	1.6		
Team 5	0.5		
Team 6	1.3		
Team 7	1.7		
Team 8	1.0		

Your Team Number: _____

Fill out the information and submit this form to the bidding coordinator by the bid deadline.

Minimum bid: \$60,000 per FTE