

Lovitt & Touché

Insurance company mindful of work-life balance

Those fortunate enough to work for Lovitt & Touché, one of the oldest and largest independent insurance brokers in the United States, are empowered to get their work done largely on their own schedule. Due to the fact that three quarters of the company's 185 employees are women, family-friendly policies are the rule, not the exception, said Shawn Ellis, vice president of human resources.

"We don't worry about an employee leaving work early for a family event," she said. "We know the work will get done. It doesn't necessarily matter what time of day it's completed."



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The company, established in 1911, operates from three locations—Tempe, Tucson and Las Vegas—and manages more than \$400 million in total premiums.

Most employees have the option of telecommuting or flexible schedules, she said, adding that they also can count on generous paid time off. The minimum is three

weeks annually of PTO but "some of our employees can take up to five weeks a year of paid time off, depending on how long they've been with us," she said.

A private, comfortable lactation room is available and an independent child care center is located across the street from the Tempe office, Ellis said. "We encourage our employees to be career-driven and family-focused at the same time. We've found that a 'one-size-fits-all' approach doesn't work."

Employees are offered low-premium health insurance. In addition to providing tuition assistance for many different college courses, Lovitt & Touché brings educational opportunities to its offices, so that employees can earn insurance-related professional designations, such as Chartered Property Casualty Underwriter (CPCU), onsite without having to worry about leaving the office and traveling to a classroom. The company pays for the instruction and pays the employee for time at work while receiving the instruction.

"We believe in doing what's right for our employees," Ellis said. "People who have joined our organization have encouraged others to work here, too, letting them know that the grass really is greener over here." — **Debra Gelbart**