

Our Employees

One thing that makes me proud of our organization and the people who work at Johnson & Dugan is the longevity of service among the people we currently employ. Most have more than 10 years of service. We have many people in the 15-year range, and we have some people who have even been here for 20 years or more. In our business, that longevity is frankly abnormal. There is generally a fair amount of turnover in the **health insurance** industry. We are very proud of the fact that we have a seasoned workforce here. It is a big advantage to us as an employer. Because our employees have a long average length of service, they really understand the organization and they are dialed into the organization in terms of who we are, what we do and how we do it. They work in a team environment because that is what we do. Teamwork means that our employees are even more vested in their counterparts inside the organization as well. Their investment immediately translates to the street in terms of how we interact with our clients as well. Our clients are dealing with employees who are seasoned in the industry and in our organization, so they leverage their length of service. They better understand the market. They better understand what is coming in the market in terms of reform, because they have been here long enough to go through a few cycles of reform. They understand our approach to reform and how we are going to deal with it. They know the advantages for doing business with us. It is always better to work surrounded by a team, and it is always better to have a team that has some history because it makes the end product much better than it would be otherwise.