

# A New Hiring Approach for the Insurance Industry



**Streamline your direct hire process. Focus only on the best-fit candidates.**

Hiring in the insurance industry is more challenging than ever. With 50% of the current insurance workforce retiring by 2028, traditional hiring methods are no longer enough.

## Why a New Approach Is Needed

- **74% of Employers** report hiring the wrong person for a job.
- replacing a bad hire can cost **50% or more of their annual salary**.
- **85% of Applicants** exaggerate on their resumes.
- **Unconscious bias**—even with the best intentions—can influence hiring decisions.

## Say Goodbye to Inefficient Talent Acquisition

WAHVE's Talent Acquisition Outsourcing (TAO) streamlines the hiring process by eliminating the need to sift through resumes. Our seven-step process delivers top candidates—qualified and aligned with your culture—while minimizing bias:

## WAHVE's Proven 7-Step TAO Process

- 1. Job Request:** Define the role with a guided selection of hard and soft skills.
- 2. Job Ad Creation:** Auto-generated ad with a unique URL directing applicants to our platform.
- 3. Application Submission:** Applicants complete a detailed application outlining skills, experience, and credentials.
- 4. Matching & Scoring:** Our AI-powered algorithm evaluates applicants based on your criteria.
- 5. Automated References:** Reference checks customized by relationship type for relevance and accuracy.
- 6. Blind Interviews:** Conducted by insurance experts to objectively assess each applicant.
- 7. Candidate Shortlist:** Receive a curated, bias-free list of top candidates for your final decision.

*"The process of working with WAHVE has been phenomenal. Everyone we have worked with has been efficient and very knowledgeable, and their innovative platform and processes have resulted in the best and most qualified staff additions we have ever made!"*

**Alexander Giraldo, VP**  
RMS Insurance Brokerage



## Why Choose WAHVE's TAO Solution?

### ✓ Saves Time

You focus only on interviewing pre-qualified candidates.

### ✓ Minimizes Bias

Anonymous reviews and blind interviews support objective decision-making.

### ✓ Reduces Hiring Risk

Data-driven scoring and industry-expert interviews ensure accuracy.

### ✓ Improves Culture Fit

Our process evaluates both skills and personality traits.

## Hear from Our Clients

*"WAHVE made the hiring process a lot easier. The fact that they qualify all the applicants is a huge relief from the drudgery of sorting through resumes. It's as close to plug and play as you'll get."*

**Andrew Allen**, Executive Vice President | Steck-Cooper & Co

*"It's hard to find good people in this job market ... The candidate we hired through WAHVE has great phone presence. She's bubbly, a breath of fresh air. She knows her stuff and fits our culture. If we have a hiring need in the future, we would definitely work with WAHVE again."*

**Jeff Nosenzo**, Vice President | Brown Insurance

## Proven Results

Over the past decade, WAHVE has:

- Reviewed 100,000+ applicants
- Supported hiring across thousands of roles
- Delivered staffing solutions throughout the U.S. and Canada

We understand the industry, and we know how to identify top talent that delivers real value.

## Let Us Help You Hire the Right Talent.

**Embrace a smarter, faster, and more reliable hiring process with WAHVE.**

