

*Received by NAAFA 3/28/2012*

Hi NAAFA,

Heard about AmFam's rush of terminations and thought I'd give you my 2 cents.

I would like to say too bad.

Or I can't believe they did this!

Or they will get sued.

Or how can these people look at their actions and go to church!

Or wring my hands!

Etc. Etc. Etc. On & on

Like I have said for years, "The Company is what it is." AND they like it that way!

So actually if you look at the big picture. Perhaps these agents have been troubled with their career direction for some time and have been procrastinating about their future. In a couple of years these agents will see AmFam did them a big favor for making the decision for them. If they take them to court, they may even come out with some money.

American Family is not going back to the way it ever was. Those that stay will have to recognize the new company and learn to work with it and its new corporate culture. If an agent does not like the present company culture, the agent will have some tough career decisions to make. It is not easy to move, nor is it for everyone to do, but cold realization of what has happened in the last 20 years is pretty clear if you step back from it. The agent in training program is in place to not retain field force. They are just looking for people to sit in the chairs who have accepted the new culture. All this business about loyalty? To whom? To what? It is a good old boys culture in 'mangement.' If you are in or out, unfortunately, determines your point of view.

Hope all is well with you.