



# Big I Virginia E-News

[Archive](#) | [Subscribe](#) | [Printer Friendly](#) | [Send to a Friend](#) | [www.iiav.com](http://www.iiav.com)

December 2025

## IIAV NEWS

Happy Holidays from IIAV!



We hope you have a joyful and safe holiday season from the entire IIAV staff!

Please note IIAV will be closed:

- 12/24/2025
- 12/25/2025
- 12/26/2025
- 1/1/2026

## 2026 IIAV Insurance Day on the Hill



- February 11th, 2026
- 8:00 AM - 1:00 PM
- 2 CE Ethics
- Richmond Marriott

### [REGISTER NOW](#)

**Join IIAV for Insurance Day on the Hill**, a dynamic opportunity to engage in advocacy, education, and networking at the Capitol. The day includes a legislative briefing, meetings with elected representatives, and an issues wrap-up luncheon with IIAV lobbyists Joe Hudgins and Robert Bradshaw. Attendees will gain key insights on 2025 legislative updates, earn **2 hours of CE Ethics**, and play an active role in shaping the future of the insurance industry.

**Speakers:** Robert Bradshaw

**Hotel Accommodations:** IIAV has reserved a block of rooms at the Richmond Marriott for February 10. Please contact the hotel at 804-643-3400 to make a reservation. Cut-off date to book a hotel room is Tuesday, Jan. 7, 2026.

**Your Business is Our Business ®**



Berkshire Hathaway GUARD Insurance Companies is backed by the financial strength of our ultimate parent, Berkshire Hathaway, Inc. In Virginia, we offer a full product suite for your commercial clients that includes a Businessowner's Policy, Commercial Auto, Commercial Umbrella, and Workers' Compensation. "Pay-as-you-go" billing options are also featured.

[Learn More](#)

Advertisement ➤

## ACORD License Available for Big 'I' Members

ACORD maintains a complete library of industry-specific forms and has typically charged agents, brokers and carriers an annual End User License (EUL) fee for the use of ACORD Forms embedded in third-party software, with licensing renewal required each year.

However, thanks to a Big "I" benefit, members with annual property & casualty gross revenue of less than \$50 million receive a complimentary license to use vendor-supplied ACORD Forms. As of 2025, once you claim your license, it will remain in effect as long as you remain a qualifying Big "I" member and the Big "I" maintains this arrangement with ACORD – with no need for an annual renewal.

If you haven't already, now is the time to review the ACORD Form license. The user licensing agreement can be accessed [online](#).

[Learn More](#)

## The Reagan Consulting and IIABA 2025 Best Practices Study – Get your copy now

Harrison Brooks with Reagan Consulting will present an overview of the 2025 Best Practices Study at the 2026 IIAV Convention. He will additionally provide some insight into recent study updates.

The annual Best Practices Study originated in 1993 as an initiative by the Big "I" to help its members build and maintain their value. By studying the leading agencies and brokers in the country, the study provides businesses with meaningful performance benchmarks and business strategies that can be adopted or adapted to improve agency performance.

Over 30 years later, this work continues in partnership with Reagan Consulting, providing important financial and operational benchmarks. The study is recognized as one of the most thoughtful, effective and valuable resources in the industry.

The 2025 report provides the following information and will be delivered electronically.

- **Generative AI Insight:** How Generative AI Is Transforming Insurance Practices
- **Executive Summary:** An overview of key findings
- **Analysis of Agencies by Revenue Category:** Detailed analysis with over 3,000 data points in the following revenue categories:

- Under \$1.25M
  - \$1.25M – \$2.5M
  - \$2.5M – \$5.0M
  - \$5.0M – \$10.0M
  - \$10.0M – \$25.0M
  - \$25.0M – \$100M
  - Over \$100M
- Cross-Category Comparison: An easy to read comparison across each revenue category
  - Glossary of Terms: A complete list of key terms and definitions for clarity

To order your copy of the 2025 Best Practices Study, go to: <https://www.independentagent.com/2025-best-practices-study/>

## **Reagan View: The 2025 M&A Environment**

*Authored by: Brian Deitz*

Headliner deals in 2025 continued the trend of blockbuster acquisitions in the US insurance distribution system. Arthur J. Gallagher acquired Woodruff Sawyer in April. Brown & Brown acquired Accession (Risk Strategies / 180 Intermediaries) in August. IOA received a majority investment from MDP and Navacord in November. The Baldwin Group announced an acquisition of CAC Group that is expected to close in 2026. Also announced in December, Willis Tower Watson's acquisition of Newfront is expected to close in Q1 2026. All of these deals had enterprise values over \$1 billion, with the Accession deal approaching \$10 billion.

[Learn More](#)

## **IIAV MEMBER RESOURCES**

### **2026 Employer Outlook: Key Federal and State Changes**

I think everyone can agree that 2025 was a tumultuous year. While there was not the expected legislative activity from the Congress, President Trump and his administration enacted a lot of major changes which impacted employers and employees. Meanwhile, several states took advantage of their unified legislatures and/or the trends from the Trump administration to pass legislation of their own. Here are some trends we are noticing and thoughts to help you prepare for what is ahead in 2026.

[Learn More](#)



## IIAV NEWS

### IIAV Members – Take Note of New BOI Administrative Letter

The Virginia Bureau of Insurance has released a new Administrative Letter related to risk mitigation products and services being offered to customers and how this relates to the rebate statute. IIAV has been working with the BOI on this issue, which at one point was considered for a legislative proposal. Following input from the industry, the BOI decided to release the Administrative Letter.

[Learn More](#)

### The Hill Names Big 'I' Leader Among Top Lobbyists for 2025

*Big "I" remains the only P&C agent-broker association on the list.*

WASHINGTON, D.C., December 11, 2025—The Hill, a prominent Washington, D.C.-based political newspaper, has once again named Charles Symington, Big "I" president & CEO, among the top trade association lobbyists in the nation's capital this year. The Big "I" was the only property & casualty insurance agents group recognized on the list for 2025.

[Learn More](#)

### Trusted Choice: Get found on Small Business Saturday

*Find resources to participate in Trusted Choice "Choose Local" campaign*

This Small Business Saturday (Nov. 29), Trusted Choice is teaming up with independent insurance agencies and other partners to help spread the word and show our thanks and continued support for not only small businesses, but the agents who insure and support them. Use these free resources (FREE "choose local badge" window cling and customizable print, digital, video and social ads) at the Big "I" and Trusted Choice to spread the word on your agency's channels and promote the Choose Local campaign. To guarantee delivery in time, please submit requests as early as possible. Agents are also encouraged to use this campaign year-round.

[+ More](#)

## Q&A with The Workplace Advisors – December 2025

**Question:** An employee is going out for surgery. Besides noting their time off on the schedule, what do we need to do?

**Answer:** There are several actions to take when an employee is going out for their own medical condition which should be applied consistently in all similar situations.

First, you need to determine if they are eligible for protected leave under federal or state law. If so, then you need to provide the employee with the applicable forms and information. You should ask for documentation from their health care provider to verify the time off as you process their leave.

Second, if the employee is entitled to or will be required to use available paid time off (such as sick time), you should notify them of that. If they will be eligible for paid leave through a state-run program, you should direct them to that agency.

Whether or not you have taken any of the above steps, you should ask for a doctor's note releasing them back to work before they can come back. This note should include if they are released back to full duty or if there are any limitations or restrictions and for how long. This note is important to make sure employees can physically do the job or, if they are reinjured on the job, it could fall on your Workers' Comp.

Be proactive and develop a procedure for handling leave requests and train everyone who interacts with the employees how requests need to be handled. Be sure to keep all medical information strictly confidential, only forwarding information such as days off or accommodations to those who need to know.

### Local Presence. Regional Strength.



Penn National Insurance is small enough to provide personal, caring interactions, but large enough to serve you and your policyholders with the same sophistication and product offering of the largest carriers. We back our promise to help people feel secure and make life better when bad things happen with our strong financial position, and we remain committed to distributing our products and services through independent agencies.

[Learn More](#)

Advertisement ➤

### InsurBanc's Commercial Team Leader, Keith Mangini, recently authored an article, "Agency Owners: Ask These Questions Before Borrowing Money".

Agency owners considering financing should take a measured approach before committing to any borrowing strategy and a lending partner. InsurBanc Commercial Team Leader – Keith Mangini – lays out the critical questions that can help guide sound decision-making for your agency. Does the bank understand how independent insurance agencies operate? Does the bank understand how to interpret carrier premium report? Will collateral be required?

[Learn More](#)

## Building a Budget That Gets Used

Most independent insurance agencies don't have a budget. If they do, it's often sitting somewhere on a shared drive collecting dust. Few use it as a living tool that guides decisions, spending, and accountability. Yet the difference between agencies that simply have a budget and those that use one can mean a 6 to 8 percent lift in profit margin.

[Learn More](#)

## UPCOMING EVENTS



SAVE THE DATE

IIAV CONVENTION  
AND TRADESHOW

Navigating the Changing Tides:  
Charting Insurance for a New Horizon

JUNE 28 - 30, 2026  
MARRIOTT VIRGINIA BEACH OCEANFRONT

Great opportunity for Independent Agents to Network, Develop, and Grow!  
Registration opens January 2026.  
Visit [www.iiav.com](http://www.iiav.com) for more information.

The image is a promotional poster for the IIAV Convention and Tradeshow. It features a background image of a lighthouse on a rocky shore with waves crashing against the rocks. The text is overlaid in white and blue. At the top, it says 'SAVE THE DATE' in large, white, sans-serif capital letters. Below that, 'IIAV CONVENTION AND TRADESHOW' is written in even larger, white, sans-serif capital letters. Underneath the main title, the subtitle 'Navigating the Changing Tides: Charting Insurance for a New Horizon' is written in a smaller, white, sans-serif font. At the bottom, the dates 'JUNE 28 - 30, 2026' and the location 'MARRIOTT VIRGINIA BEACH OCEANFRONT' are listed in white, sans-serif capital letters. A dark blue horizontal bar at the very bottom contains the text 'Great opportunity for Independent Agents to Network, Develop, and Grow!', 'Registration opens January 2026.', and 'Visit [www.iiav.com](http://www.iiav.com) for more information.' in a smaller, white, sans-serif font.

**IT'S ~~NOT~~ PERSONAL,  
IT'S BUSINESS.**  
**WE GET IT.**

**GROW WHAT YOU BUILT - WITH A PARTNER WHO UNDERSTANDS**

You've invested years building your agency. At Hilb Group, we offer personalized support and national resources to help you move forward—whether you're expanding your reach or planning for a transition.

Let's talk about what's ahead—for you, your business, and your legacy.

**LEARN MORE**

**Hilb GROUP®**  
INSURANCE | BENEFITS | HR SOLUTIONS

## EDUCATION

### Featured IIAV Courses:

#### **E&O Risk Management: Coverage Essentials - Policy Analysis**

IIAV Webinar | Jan 14 | 9:00 am - 12:00 noon | #227551 | 3 OGI | [Register Now](#)

Member Price: \$84 | Non-Member Price: \$120

#### **CRIS: Commercial Liability for Contractors**

Kinsale Class | Jan 22 | 8:30 am - 4:30 pm | #228473 | 7 P&C | [Register Now](#)

Member Price: \$171 | Non-Member Price: \$231

#### **2026 Insurance Day on the Hill**

Richmond, VA | Feb 11 | 8:00 am - 3:00 pm | CE Pending | [Register Now](#)

Member Price: \$75 | Non-Member Price: \$100

#### **Flood Basics - FEMA**

IIAV Hybrid Course | April 29 | 9:00 am - 12:00 pm | [Register Now](#)

Member Price: \$68.00 | Non-Member Price: \$98.00

### DID YOU KNOW!?

ABEN provides On-Demand Classes!

#### [From the Playground to the Boardroom: Foundations of Empowering Trust and Ethical Leadership](#)

1 Ethics | Access for 90 days Member Price: \$28 / \$21.00 with Member Discount (Use code

Fall2025) Non-Member Price: \$40

#### [Planning for Success: Strategies for Insurance Agency Growth in Today's Market](#)

3 CE | Access for 90 days Member Price: \$84 / \$63.00 with Member Discount (Use code Fall2025) Non-

Member Price: \$120

#### [Commercial Property Claims, Coverages, and Consequences](#)

3 CE | Access for 90 days Member Price: \$84 / \$63.00 with Member Discount (Use code Fall2025) Non-Member Price: \$120

For additional course options, use the IIAV [Education Calendar](#) or visit the [ABEN Catalog](#)!

## Independent Insurance Agents of Virginia

1-800-288-4428 / 804-747-9300

Fax: 804-747-6557

members@iiaav.com / www.iiaav.com