



Big I Virginia E-News

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April 2026

IIAV NEWS

NEW MEMBERS – APRIL

ASSOCIATES:

- The Philadelphia Contributionship | Philadelphia, PA

AGENCY:

- Stewart Enterprises dba Firefly Insurance Agency | Falls Church, VA
- Meridian Insurance Company | Falls Church, VA



Nominations are now open for two of IIAV’s most prestigious honors, and we invite you to help us recognize outstanding leaders in our profession.

Insurance Agent of the Year – IIAV Golden Eagle Award

This award is presented to an individual who has made significant contributions to the American independent agency system within the Commonwealth of Virginia. It reflects not only their involvement with IIAV, but also their demonstrated excellence in the industry, community involvement, professionalism, and leadership. The Golden Eagle Award is considered IIAV's highest honor.

Outstanding Company Representative of the Year Award

This award recognizes a company representative who fosters and strengthens relationships with independent agents. This individual promotes collaboration, enhances the agent-company partnership, and actively supports IIAV programs and conferences.

How to Nominate:

Please include a brief explanation in the comments section outlining why your nominee deserves the award. You may attach a separate document and include a bio if available.

We encourage you to take this opportunity to celebrate the individuals who make a meaningful impact on our industry.

[NOMINATION FORM](#)

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.

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IIAV 2026 Convention & Tradeshow: REGISTER TODAY!



BIG I
MARYLAND

Independent
Insurance
Agents of Virginia
The National Center

The Independent Insurance Agents of Virginia & Maryland

CONVENTION & TRADESHOW

Navigating the Changing Tides: Charting Insurance for a New Horizon

June 28 - 30, 2026

- ⚓ Networking and Connections
- ⚓ Gain Industry Insights
- ⚓ AI Strategies for You and Your Agency

REGISTER NOW!

The Case for Strategic Workforce Planning

When I travel to conferences and work with clients, I often get asked some variation of the same question: “Where did all the workers go?” To this, I usually answer, “You know where they went? They went to work...for someone else.”

And the data suggests I’m right. The U.S. unemployment rate at the time of this writing is 4.3%. It has been at this level or lower for much of the past decade. For context, most economists consider full employment to be 4.2% which means that everyone that wants a job is currently working. Employers can anticipate this “tight labor market” to continue for the foreseeable future, driven largely by a declining birth rate, the “grey tsunami” of baby boomer retirements, smaller Gen Z and upcoming Alpha generations, and reductions in legal immigration.



Q&A with The Workplace Advisors – April 2026

Question: We provide employees with laptops so they can work remotely when needed. While they are expected to come into the office regularly, we allow them to work from home one day a week; however, they must be available during their regular scheduled hours. Since employees have laptops for remote work, can we expect them to respond to urgent emails or inquiries after hours?

Answer: Possibly.

Hopefully, this doesn't happen too often so employees are not tied to their computers. All employees need a chance to step away from work to recharge and prioritize their personal lives.

You can set the expectation that employees respond to certain communications (such as urgent calls or emails from clients or co-workers or inquiries from prospects) whenever they are received even if they are during off-hours.

However, if you are holding employees to a strict work schedule without flexibility during the week, they may push back and hold you to that same schedule.

Legally, if the employee is non-exempt, they will need to track this time via your time-tracking method and you will need to pay them for this time, which may create overtime obligations.

If this is a regular occurrence, then you might consider creating "on-call" schedules where one employee covers the requests to give others a break. These on-call employees may need to be paid for this time as well, so it is important to review your obligations before implementing any practice.

[READ MORE](#)



General Assembly passes bill limiting noncompete enforceability for terminated employees

Jason Boleman | March 30, 2026 Virginia Lawyers Weekly

A bill to further limit the enforceability of noncompete agreements for certain terminated employees is heading to the desk of Gov. Abigail Spanberger.

If signed, Senate Bill 170 would add subsection C to Va. Code § 40.1-28.7:8, stating that a noncompete agreement between an employer and employee is not enforceable "if such employer discharges such employee from employment without providing severance benefits or other monetary payment to such

2026 GENERAL ASSEMBLY UPDATE

May 14th 10:00 AM - 12:00 PM Hybrid Event

MEMBERS: \$75 | NON-MEMBERS: \$150

2 Hours of Ethics CE - Pending

- Valuable insights into regulatory changes
- Re-cap of emerging issues
- Understanding the impact for insurance professionals moving forward.



employee, unless such employer discharges such employee for cause.”

[Read More](#)

Two Truths and a Lie About the Insurance Agency M&A Environment



VALUATION LEARNING SERIES 2026

IA Valuations is hosting 6 valuation and business planning programs throughout 2026. These programs will help inform agency owners about how to effectively plan for their growth and eventual transition.

All webinars will be held live on Wednesdays from 12-1pm EST. Replays will also be available after the program. These programs have been filed for CE approval in Ohio, please check with your state association for CE credits in your state.

Please contact Jodie Shaw at jodie@iavaluations.com or Ashley Fitzsimmons at ashley@ohioinsuranceagents.com with any questions.

 Wednesdays in 2026

 12-1 PM EST

100% ONLINE

THE PROGRAM LINEUP

February 18th
A Perpetuation Planning Crash Course

April 29th
How to Perform Agency Acquisition Due Diligence

June 10th
Private Equity Update

August 12th
How to Capitalize on a Soft Market

September 23rd
How Will Technology Impact Agency Operation & Value?

November 4th
When is the Right Time to Sell an Agency?

Register now at : www.iavaluations.com

Given the massive number of M&A transactions in the IA system over the past decade, it has created an abundance of misinformation about the M&A environment for independent agency owners. In an effort to clear up some of the misconceptions, we are going to engage in a game of two truths and a lie.

[Read More](#)

Valuation Views: Quarter 1 Marketplace Report

In the newest edition of Valuation Views, we take a data-driven look at what's driving agency value today. Backed by real valuation data and industry insight, this quarter's report highlights why independent agencies continue to outperform and where risks may be emerging as the market softens. If you want to understand what truly moves your valuation, and how to protect it, this report is a must-read.

[Read More](#)

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](#)

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Phone Down. It's the Law.

It is illegal in Virginia to hold a phone while driving.

There Are Some Exceptions

1. The operator of any emergency vehicle while he is engaged in the performance of his official duties;
2. An operator who is lawfully parked or stopped;
3. Any person using a handheld personal communications device to report an emergency;
4. The use of an amateur or a citizens band radio; or
5. The operator of any Department of Transportation vehicle or vehicle operated pursuant to the Department of Transportation safety service patrol program or pursuant to a contract with the Department of Transportation for, or that includes, traffic incident management services as defined in subsection B of § 46.2-920.1 during the performance of traffic incident management services.

April is Distracted Driving Awareness Month!

[Learn More...](#)

UPCOMING EVENTS

CRIS: Workers Compensation

Kinsale Class (In-Person) | April 22 | 8:30 am - 4:30 pm | #228821 | 7 P&C |

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

[Register Now](#)

Flood Basics - FEMA

IIAV Hybrid Course | April 29 | 9:00 am - 12:00 pm

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

[Register Now](#)

E&O Risk Management: Coverage Essentials: Business Income (Webinar)

05/13/2026

IIAV Webinar | May 13 | 9:00 am - 12:00 noon

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

[Register Now](#)

Life & Health Pre-Licensing

On-site IIAV | May 13 - 15 | 8:30 am - 4:30 pm

Member Price: \$350.00 | Non-Member Price: \$350.00

[Register Now](#)

2026 IIAV General Assembly Update

IIAV Hybrid Event | May 14 | 10:00 am - 12:00 noon

Member Price: \$75 | Non-Member Price: \$150

[Register Now](#)



GROWTH
REVENUE STRATEGY SERIES

REVENUE STRATEGY, PIPELINE DISCIPLINE, AND MARKET POSITIONING FOR PRODUCERS AND AGENCY LEADERS

The GROWTH Masterclass Series is a six-part virtual program designed specifically for insurance producers and agency leaders who are committed to building sustainable, profitable growth in today's competitive market.

May 14 June 11 July 9 August 13 September 10 October 15

Hosted by Jen E. Miller | CEO of POWER Sales & Strategy

REGISTER NOW

POWER

Independent Insurance Agents of Virginia
The Trusted Choice®

performance

IIAV 2026 FLOOD COURSES

April 29th, 2026 Flood Basics - FEMA (Hybrid)

9:00 AM - 12:00 PM | Course #227661 | 3 Flood

May 20th, 2026 Flood Advance - FEMA (Hybrid)

9:00 AM - 12:00 PM | Course #227661 | 3 Flood

June 17th, 2026 Flood Basics - FEMA (Webinar)

9:00 AM - 12:00 PM | Course #227661 | 3 Flood

July 17th, 2026 Flood Advance - FEMA (Webinar)

9:00 AM - 12:00 PM | Course #227661 | 3 Flood

REGISTER NOW



Bringing participants the latest information on flood reform legislation impacting the NFIP. We will review the key elements that agents need to know about the NFIP and how it works. You will gain a better understanding of this ever-changing program, including:

- Basic knowledge of the three types of flood forms
- Claims handling process.
- E&O exposure and marketing considerations

**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



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Profitable Growth.
True Independence.**

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