



June 30, 2019

Dear Industry Leaders:

Thank you for your support of the next generation students like me, who are all set to sail into the insurance industry. Your contribution has inspired students like me to pursue exciting careers in insurance! Because of both my school, Georgia State University (GSU) and my involvement in Gamma Iota Sigma (GIS)'s Zeta chapter, the industry's premier collegiate talent pipeline, I am embarking on my professional journey with passion, preparation, and an unrivaled peer network.

Industry leaders like you play an instrumental role in GIS's ability to grow and diversify the talent pipeline across all segments and functional areas and to amplify the message that the industry is hiring. Being a first-generation college student from India who was raised in the Middle East and speak five languages, I was inspired to choose a focus where I could use both my analytical and communication skills - Risk Management and Insurance. I am proof that this exposure and message is reaching and resonating with the incoming generation of students of ALL majors!

This letter is also an important forum to share some of the main recruiting challenges we as students face, including a lack of available internships; consideration for students with non-risk/insurance or actuarial majors; a lack of funding for relocation; and opportunities for accomplished international students to secure internships and employment. These essential aspects for students and graduates to gain meaningful access to the industry can be addressed through collective industry action. For example, GIS's 2018 Student Recruiting Survey results show that 38% of respondents who were seniors or recent alumni had only completed one internship, and 20% had not even had one. Additionally, 21% of all survey respondents and 22% of GIS's 5,000+ members – the fastest growing segment – indicate they have a significant other than RMI or actuarial science. Two suggestions for companies to improve student recruiting is to develop an on-campus presence outside of career fairs and to bring representatives from various functional areas for speaking and career fair engagements.

I am inspired by the industry's commitment to a dynamic future through support of organizations like Gamma Iota Sigma, to diversity and inclusion, to meaningful engagement with and giving back to communities – GIS reinforces the importance and continuum of community and service through its longstanding partnership with the IICF!, and ultimately to improving lives. Thank you for your time, leadership, and vision in promoting the continuity and vibrancy of this great industry!

Sincerely,

Ayesha Munnaza

#OpenLetterFromCollegeGraduates