## CONTENTS

**THE INSURANCE INDUSTRY’S PREMIER COLLEGIATE TALENT PIPELINE**

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>03</td>
<td>About Gamma Iota Sigma</td>
</tr>
<tr>
<td>04</td>
<td>President’s Letter</td>
</tr>
<tr>
<td>05</td>
<td>Executive Director’s Letter</td>
</tr>
<tr>
<td>06</td>
<td>Financial Overview</td>
</tr>
<tr>
<td>07</td>
<td>Chapters &amp; Membership</td>
</tr>
<tr>
<td>09</td>
<td>Awards &amp; Honors</td>
</tr>
<tr>
<td>11</td>
<td>Programs &amp; Events</td>
</tr>
<tr>
<td>13</td>
<td>Governance</td>
</tr>
<tr>
<td>19</td>
<td>Alumni Council</td>
</tr>
<tr>
<td>20</td>
<td>Diversity, Equity, &amp; Inclusion</td>
</tr>
<tr>
<td>23</td>
<td>Industry Grants</td>
</tr>
<tr>
<td>24</td>
<td>Sustaining Partners</td>
</tr>
<tr>
<td>26</td>
<td>Student &amp; Alumni Testimonials</td>
</tr>
<tr>
<td>28</td>
<td>Contact</td>
</tr>
</tbody>
</table>
ABOUT GAMMA IOTA SIGMA

WHO WE ARE

Gamma Iota Sigma (GIS) is a 501(c)(3) incorporated nonprofit organization comprised of 97 collegiate chapters representing over 5,000 student members and 35,000 alumni. GIS connects students with the insurance industry with year-round engagement through career connections, educational offerings, and networking.

MISSION

GIS serves a mission of promoting and sustaining student interest in careers in insurance, risk management, and actuarial science.

VALUES

**Teamwork:** We work collaboratively towards a common purpose and shared goals.

**Integrity:** We are authentic in our interactions and communicate openly, honestly, and respectfully towards all.

**Excellence:** We deliver the best possible outcome and take pride in our work built on integrity, professionalism, and hard work.

**Diversity:** We all share in the responsibility to create a positive culture and to safeguard equity, inclusion, dignity, and respect for all ideas and individuals.

**Service:** We believe in the importance of humility and service towards our students, industry partners, each other, and the greater community.
Dear Gamma Iota Sigma Stakeholders,

We wanted to take a moment to thank you for your dedication to Gamma Iota Sigma and the 5,000 students it represents from 97 chapters and numerous university partners across the country. Your continued support and commitment to the mission has allowed GIS to reach new heights. Throughout 2021, we experienced tremendous growth and continued success with increases in sponsor engagement, expansion of university partners, and a realigned strategy emphasizing diversity, equity, and inclusion.

GIS has been resilient in the face of challenges presented by the COVID-19 pandemic, executing the 50th Annual International Conference, the Leadership Symposium, the Regional Conference, and the Allies in Insurance Diversity event. Programming continues to expand and evolve to meet the needs of the industry and students. We were pleased to stand up the GammaSAID industry and student councils, following significant strategic updates around DEI which also follows the launch of an HBCU engagement initiative. The GIS staff continues to focus on the importance of reaching as many students as possible representing a diverse talent pipeline from students of all majors, schools, backgrounds, and career interests.

The Board committees have preformed significant work and provided guidance on matters surrounding risk management practices, nominating procedures, financial considerations, and governing models. A Governance Committee was formed in January of 2021 to conduct a refresh of the outdated Code of Regulations, leading to the evolution of an Advisory Council to support the governing Board.

GIS stands in a strong financial position with the establishment of an investment portfolio with emergency funds, further encouraging the long-term sustainability of the organization. Your support is critical in the future of GIS and the talent pipeline it represents. Thank you for sharing our commitment to this important mission for our industry. We look forward to continuing to work with you in support of this effort.

John K. Smith, CPCU, ARM
Gamma Iota Sigma Board of Trustees President 2020 - 2021
President and CEO, Pennsylvania Lumbermen’s Mutual Insurance Company
Dear Industry Partners, Faculty, Students, Alumni, and Staff,

It is with great enthusiasm, appreciation, and gratitude that I write this letter while reflecting on the past year for Gamma Iota Sigma. What a year it has been! Alongside the rest of the world, we were presented with many challenges in the face of the COVID-19 pandemic. The resiliency and adaptability of both the insurance industry and our collegiate chapters inspired and motivated us to continue in pursuit of our mission of promoting and sustaining student interest in careers in the insurance industry.

This year presented our team with the opportunity to reevaluate our strategic initiatives while focusing on responsible growth and enhanced transparency. This included a reconstructed governance model to meet the organization’s rapid growth, three key new hires, the evolution and necessary expansion of GammaSAID (Solutions for Authenticity, Inclusion and Diversity), innovative events and resources to meet the demands of the virtual world, expanded university engagement, improved financial controls and reporting, and significant improvements to operational efficiencies.

The Board of Trustees and Advisory Council members provided tremendous guidance with regards to risk management practices, nominating processes, financial and audit procedures, and beyond. Our Sustaining Partners and event sponsors continued to offer critical support providing the means to support thousands of students from over 100 universities across the country. Our faculty advisors have invested so much of their time, energy and resources into our student members, and our alumni continue to show up in big ways through their involvement in the Alumni Council and local chapters. Perhaps the most resilient group of all is our student members - who when faced with unprecedented circumstances - have continued to lead, grow, develop, and instill confidence that the future of the industry is in good hands. Last and certainly not least, the Gamma Iota Sigma team has been relentlessly dedicated to our values of service, teamwork, excellence, diversity, and integrity and I am deeply grateful to be surrounded by such a dynamic and committed team. I am eager and incredibly optimistic for what the future holds for Gamma Iota Sigma!

Grace Grant
Executive Director, Gamma Iota Sigma
EXECUTIVE SUMMARY

2021

Statement of Activities:
- 2021 Operating Revenue - $1,227,900
- 2021 Operating Expenses - $920,000

Financial Position:
- Total Liabilities: $7,520
- Total Assets: $869,380
- Total Equity: $862,798

In 2021, despite the challenges presented by the pandemic, GIS expanded its industry engagement bringing in 12 new Sustaining Partner companies, allowing for expanded support of students, programs, and events.

GIS prepared for a solid financial future in 2021 with the establishment of an emergency fund to protect long term sustainability. Long term investing will continue to be a priority for the organization.

Giving Tuesday generated $10,176 of direct support from students, faculty, alumni, staff and industry partners. Thank you to our valued partners!
CHAPTER & MEMBERSHIP SNAPSHOT

1,430 New Members

3,705 Renewal Members

24 At Large & Associate Members

5,135 Total Members

97 Collegiate Chapters

2 New Chapter Charters in 2021

Slippery Rock University
Gamma Chi Chapter
Chartered 11/19/2021

University of Virginia
Gamma Psi Chapter
Chartered 12/03/2021
Appalachian State University
Arizona State University
Arkansas State University
Ball State University
Baylor University
Bentley University
Bowling Green State University
Bradley University
Butler University
California State University, Fullerton
California State University, Sacramento
Central Michigan University
Columbia University*
Drake University
East Carolina University
Eastern Kentucky University
Fanshawe College
Ferris State University
Florida State University
Gallaudet University
Georgia State University
Howard University
Illinois State University
Indiana State University
Iowa State University
Kent State University
La Salle University
Lansing Community College
Louisiana State University
Mercer University
Mercyhurst University
Middle Tennessee State University
Mississippi State University
Missouri State University
Morgan State University
New Mexico State University
North Arizona University
North Central College
Northern Michigan University
Northwood University
Ohio Dominican University
Ohio State University
Ohio University
Old Dominion University
Olivet College
Orange Coast College*
Pennsylvania State University*
Saint Joseph's University
Samford University
Slippery Rock University
St. Cloud State University*
St. John's University
St. Mary's University
Temple University
Texas Christian University
The University of Memphis
Troy University
University of Akron
University of Alabama
University of Baltimore
University of Central Arkansas
University of Central Oklahoma
University of Cincinnati
University of Colorado Denver
University of Connecticut
University of Georgia
University of Hartford
University of Hawaii, West O'ahu
University of Houston
University of Houston-Downtown
University of Illinois at Urbana Champaign
University of Iowa
University of Louisiana Lafayette
University of Louisiana Monroe
University of Massachusetts - Amherst
University of Minnesota
University of Mississippi
University of Missouri
University of Mount Union
University of Nebraska - Lincoln
University of North Carolina - Charlotte
University of North Texas
University of Pennsylvania*
University of Pittsburgh
University of South Carolina
University of Southern California
University of Southern Maine
University of St. Thomas
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
University of Virginia
University of Wisconsin, Madison*
University of Wisconsin, Oshkosh
Utah Valley University
Utica College*
Virginia Commonwealth University

*Denotes inactive chapter
AWARDS & HONORS

**Edison L. Bowers Award**
- Temple University, Sigma Chapter

**Superior Chapters**
- Drake University, Chi Chapter
- Olivet College, Alpha Alpha Chapter
- St. John's University, Alpha Iota Chapter
- Temple University, Sigma Chapter
- University of Central Oklahoma, Beta Epsilon Chapter
- University of Texas at Austin, Gamma Zeta Chapter
- University of Texas at El Paso, Gamma Theta Chapter

**Excellent Chapter Awards**
- Arizona State University, Kappa Chapter
- Butler University, Beta Lambda Chapter
- Georgia State University, Zeta Chapter
- Howard University, Tau Chapter
- Illinois State University, Alpha Kappa Chapter
- North Central College, Gamma Epsilon Chapter
- University of Illinois at Urbana Champaign, Gamma Lambda Chapter
- University of Massachusetts - Amherst, Beta Chi Chapter
- University of North Carolina - Charlotte, Alpha Tau Chapter
- University of North Texas, Beta Zeta Chapter

**Black and Gold Awards**
- Dean's Roundtable, St. John's University, Alpha Iota Chapter
- Lemons to Lemonade, Temple University, Sigma Chapter
- Insurance in 3D, Appalachian State University, Rho Chapter

**Most Improved Chapter**
- University of Massachusetts-Amherst, Beta Chi Chapter

**Special Achievement Award**
- Lansing Community College, Gamma Mu Chapter

**Best Kept Secret Award**
- University of Missouri, Beta Psi Chapter

**Faculty Award**
- Marco Martinez, North Central College, Gamma Epsilon Chapter
AWARDS & HONORS

Warren R. Weeks Award
- Finian O’Brien, Temple University, Sigma Chapter
- Zoie Walters, Olivet College, Alpha Alpha Chapter
- Victoria Hyland, Temple University, Sigma Chapter
- Kenthia Roberts, Howard University, Tau Chapter
- Alexis Hanchett, Olivet College Alpha Alpha Chapter

Anita Benedetti Award
- Julia Berdzik, Saint Joseph's University, Alpha Omega Chapter

Thomas J. Miles Award
- Kinsey Turk, Arizona State University, Kappa Chapter

Alumnus of the Year Award
- Sarah Johnson, University of St. Thomas, Beta Pi Chapter Alumnus

Alumni Chapter of the Year Award
- New York City Alumni Chapter, New York, NY

Diversity Champion of the Year Award
- Verisk Analytics

Sustaining Partner of the Year Award
- Wholesale & Specialty Insurance Association (WSIA)

Board of Trustees Honorees
- John Smith, Pennsylvania Lumbermens Mutual Insurance Company, GIS Board of Trustees President 2020-2021
- Barbara Bufkin, Amwins Group, Inc., GIS Board of Trustees Co-President 2019-2020
- Wesley Griffiths, Travelers Insurance, GIS Board of Trustees Co-President 2019-2020
- Patrick Kinney, Travelers Insurance, GIS Board of Trustees Executive Committee
Despite the challenges GIS faced in the midst of the COVID-19 pandemic, critical industry support and ongoing university engagement allowed GIS to deliver programs that impacted nearly 800 students from over 100 universities and colleges across the country.

Regional Conference
- 247 students
- 66 colleges & universities
- 41 participating companies

Leadership Symposium
- 90 students
- 65 colleges & universities
- 17 participating companies

Allies in Insurance
- 106 students
- 56 colleges & universities
- 31 participating companies

Annual Conference
- 318 students
- 44 colleges & universities
- 52 participating companies
In 2021, Gamma Iota Sigma reconstructed its Code of Regulations resulting in a redefined governance model comprised of an Executive Committee, Board of Trustees, and Advisory Council. The Executive Committee and Board of Trustees manages all governance and fiduciary matters of the organization, while the Advisory Council provides strategic oversight and guidance. Both the Board of Trustees and Advisory Council are made up of Sustaining Partner representatives, industry partners, professional associations, faculty, alumni, and students.

EXECUTIVE COMMITTEE

The Executive Committee is comprised of six officer positions including the Immediate Past President, President, Executive Vice President, Vice President, Secretary, and Treasurer.
John K. Smith  
President and CEO,  
Pennsylvania Lumbermens Mutual Insurance Company  
Board of Trustees Immediate Past President 2021-2022

Steve Marohn  
Senior Vice President,  
CNA Small Business  
Board of Trustees  
President,  2021-2022

Carrie Busic  
Commercial Lines Business Transformation Office Leader, Westfield Group  
Board of Trustees  
Executive Vice President,  2021-2022

Nick Abraham  
Executive Vice President,  
Amwins  
Board of Trustees  
Treasurer  2021-2022

Michael Klein  
Executive Vice President,  
Travelers  
Board of Trustees Vice President,  2021-2022

Matt Heimstead  
Director, Enterprise Risk Management, State Farm  
Board of Trustees  
Secretary,  2021-2022
GAMMA IOTA SIGMA
BOARD OF TRUSTEES

John K. Smith
Immediate Past President*
Pennsylvania Lumbermen's Mutual Insurance Company

Stephen Marohn
President*
CNA

Carrie Busic
Executive Vice President*
Westfield Insurance

Michael Klein
Vice President*
Travelers

Nick Abraham
Treasurer*
Amwins

Matt Heimstead
Secretary*
State Farm

Barbara Bufkin
Amwins

Brady Kelley
Advisory Council Chair
WSIA

Dymphna Menendez
Alumni Council Representative
Arch Insurance

AC Ndindjock
Alumni Council Representative
Marsh USA, Inc.

Finian O'Brien
International Student Representative
Temple University

Sandy Tellefson
International Foundation of Employee Benefit Plans

Brenda Wells
Faculty Representative
East Carolina University

*Denotes Executive Committee Member
GAMMA IOTA SIGMA
ADVISORY COUNCIL

Brady Kelley
Advisory Council Chair
WSIA Education Foundation

Stephanie Dunstan
Advisory Council Vice-Chair
Arch Insurance

James Barbuti
AIG

Ty Beba
Assured Partners

Jill Bisco
Faculty Representative
The University of Akron

Michael Boa
Casualty Actuarial Society

Joel Castillo
Philadelphia Insurance Companies

Jack Elliot
CRC Group Wholesale & Specialty

Andrew Evans
The Hanover Insurance Group

Jeff Fields
Markel

Julienne Fritz
WSIA

Beth Gall
Society of Actuaries

Will Gilchrist
RIMS

Dan Gowen
Assurex Global

Kelly Hennigan
Venerable

William Hold
The National Alliance for Insurance Education & Research
GAMMA IOTA SIGMA
ADVISORY COUNCIL

Joseph Izzo
Verisk

Robin Joines
Sedgwick

Aimee Kilpatrick
BXS Insurance

Andrea Little Limbago
Interos

Mike Maurer
Accident Fund

Rob McDade
COUNTRY Financial

Susan Monahan
The Hartford

Kim Nicholl-Keane
CPCU Society

Robin Roeder
Spencer Educational Foundation

Julia Ruiz
The Council of Insurance Agents and Brokers

Brittany Sakson, Alumni Council Representative
Tokio Marine HCC

Melissa Scheffler
Chubb

Eric Smith
Nationwide

David Sommer, Faculty Representative
St. Mary’s University

Jake Timmins
Ryan Turner Specialty

Lauren Tredinnick
Munich Reinsurance America, Inc.

Millie Workman
International Risk Management Institute, Inc.

Jensen Worsley, International Student Representative
Missouri State University
GAMMA IOTA SIGMA
NATIONAL STAFF

Grace Grant
Executive Director

Alyssa Bouchard
VP. Industry Engagement

Nikia Jefferson
VP, University Relations &
Member Services

Ashley Ganoe
Communications &
Events Coordinator

Cassie Jacobs
Member Services
Coordinator
Membership in Gamma Iota Sigma provide a lifelong network comprised of over 35,000 alumni representing all segments across the insurance industry. Today's Alumni Council facilitates professional development, networking, and chapter support through its engagement with alumni and local alumni chapters.

Gamma Iota Sigma Alumni Chapters

<table>
<thead>
<tr>
<th>City</th>
<th>City</th>
<th>City</th>
<th>City</th>
<th>City</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atlanta</td>
<td>Denver</td>
<td>New York City</td>
<td>Oklahoma City</td>
<td>Philadelphia</td>
</tr>
<tr>
<td>Charlotte</td>
<td>Ft. Lauderdale</td>
<td>Houston</td>
<td>Richmond</td>
<td>Scottsdale</td>
</tr>
<tr>
<td>Chicago</td>
<td>Hartford</td>
<td>Kansas City</td>
<td>Tampa, FL</td>
<td>Twin Cities</td>
</tr>
<tr>
<td>Chicago</td>
<td>Houston</td>
<td>Lansing, MI</td>
<td>Washington, DC</td>
<td></td>
</tr>
<tr>
<td>Cleveland</td>
<td>Kansas City</td>
<td>Los Angeles</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Columbia, SC</td>
<td>Lansing, MI</td>
<td>Nashville</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Columbus</td>
<td>Los Angeles</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dallas</td>
<td>Nashville</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Gamma Iota Sigma engages both students and industry stakeholders to amplify authenticity, inclusion, and diversity within the insurance industry through the development of resources, forums, and actionable solutions.

D&I Champions
GammaSAID (Solutions for Authenticity, Inclusion, and Diversity) is Gamma Iota Sigma’s student-centered diversity, equity, and inclusion strategy driving long-term insurance industry talent pool growth, diversification, and accessibility. GammaSAID engages both students and industry stakeholders to amplify authenticity, inclusion, and diversity within the insurance industry through the development of resources, forums, and actionable solutions.

**GammaSAID ENCOMPASSES:**

- GammaSAID Industry Council
- GammaSAID Student Council
- International Programming/Events
- Strategic University Engagement
- Inclusive Membership

[www.gammaiotasigma.org/gammasaid](http://www.gammaiotasigma.org/gammasaid)
GammaSAID Industry Council

George Trice  
Nationwide Insurance  
Chair

Thane Trotman  
Philadelphia Insurance Companies  
Vice Chair

Deborah Morris  
ISO/Verisk  
Member

Vanessa Sims  
WSIA  
Member

Adrian Stewart  
Travelers Insurance  
Chair

GammaSAID Student Council

Nethra Subramanian  
The University of Texas at Austin  
Chair

Sam Cibulka  
Butler University  
Vice Chair

Omar Powell  
Howard University Alumnus  
Alumni Chair
Key 2021 Grants
SUSTAINING PARTNERS

THE PINNACLE OF INDUSTRY SUPPORT

Sustaining Partners are industry thought leaders advancing the future of insurance through a 3-year commitment in support of a vibrant, diverse talent pipeline.

Visionary Partners

Leader Partners
SUSTAINING PARTNERS
THE PINNACLE OF INDUSTRY SUPPORT

Innovator Partners
"Gamma has given me the tools I needed to be successful in my professional career. This organization enabled me, coached me, and gave me the confidence to join the insurance industry."

Florent (AC) Ndindjock
Beta Phi Chapter
The University of Dallas at Texas '18

"Gamma has given me a support system as I grow as an actuarial student. Not only do I feel a sense of community within the organization, but I’m also provided with ample resources to aid my success."

Charlotte Cliatt
Kappa Chapter
Arizona State University '23
"Gamma has given me the opportunity to express my views about D&I in the industry and advocate for underrepresented groups. Through my role in GIS, I hope to continue having those hard conversations and being a voice of change."

Kilian Perez
Iota Chapter
Florida State University ‘22

"As a Gamma Iota Sigma member, I learned about emerging risks and industry trends, how to network, and how to be a leader. As an alumnus, I'm excited to give back and play my part in growing the industry’s student talent pipeline."

Jasmine Klein
Gamma Omicron Chapter
University of Southern California ‘20
CONTACT

Gamma Iota Sigma
PO Box 1744
Powell, OH 43065
Grand@GammalotaSigma.org
484.991.4471

www.gammaiotasigma.org