CORPORATE SPONSORSHIP PROSPECTUS

Welcome to IABA!

Enclosed you will find information about important IABA programs and sponsorship opportunities. We look forward to welcoming you as a new or renewing sponsor!
IABA Mission:
The International Association of Black Actuaries is a professional and student member organization whose mission is to contribute to an increase in the number of black actuaries and to influence the successful career development, civic growth and achievement of black actuaries.

What we’re focused on:

Raising Awareness & Consideration of the Actuarial Profession
- Increasing awareness of the profession in high schools with large minority populations
- Developing videos, social media content, and presentation materials that bring the profession to life

Converting Interested Candidates into the Pipeline
- Building connection through IABA programs, like the Annual Meeting and Boot Camp
- Developing professional networks of both students and working actuaries
- Strengthening students’ connection to and understanding of the profession
- Mentoring actuarial students and actuaries at all experience levels

Supporting Those Pursuing a Career in Actuarial Science
- Expanding the IABA Scholarship program
- Providing exam support, including financial support
- Enhancing networking opportunities at the local and national level to reduce feelings of isolation
- Providing recruiting opportunities and virtual networking events

Retention & Evolution of the Profession
- Introducing diversity scorecards that will allow better evaluation of the current recruitment, acquisition, representation, retention, development, and engagement of diverse actuaries in the profession
- Affecting and supporting organizational and industry change to move diversity efforts beyond compliance level to diversity level to ultimately an inclusion level

Membership:
Membership is open to all who support our mission. Annual membership fees range from $5 (High School) to $175 (Credentialed Actuary).

IABA Membership Breakdown

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School/Middle School Students</td>
<td>60%</td>
</tr>
<tr>
<td>College Students</td>
<td>17%</td>
</tr>
<tr>
<td>Actuarial Student – non designated less than 5 years experience</td>
<td>3%</td>
</tr>
<tr>
<td>Associate Member – non designated more than 5 years experience</td>
<td>13%</td>
</tr>
<tr>
<td>Designated</td>
<td>2%</td>
</tr>
<tr>
<td>Retired or no longer practicing</td>
<td>1%</td>
</tr>
<tr>
<td>Educator</td>
<td>3%</td>
</tr>
<tr>
<td>Recruiter</td>
<td>1%</td>
</tr>
</tbody>
</table>

Organizational structure:
IABA is a volunteer-run, tax-exempt, nonprofit organization that represents black actuarial professionals and students around the world. Membership is open to all who support our mission.

The organization consists of a Board of Directors, over a dozen committees and a group of City Affiliate teams. All of the leaders and volunteers within IABA work together to accomplish our mission through the support of strategic plan initiatives and IABA programming.
More About IABA

Why should my company partner with IABA?

Leadership & Employee Development. Encouraging Excellence!
• Continuing education credits at IABA events
• Dozens of volunteer opportunities, including leadership roles
• Role models & mentoring

Diversity & Inclusion. Diversify Your Company with Increased Exposure!
• Insight into actuarial diversity and company best practices
• Annual meeting marketing opportunities
• Recognition on IABA website and in newsletter
• Speaking engagement opportunities

More Bang for Your Buck. Get a Lot of Value for Your Money!
• Supplemental professional development and affordable continuing education credits
• Constant contact with actuarial students and professionals

Access to Actuarial Talent!
• IABA Scholarship applicant database
• IABA Boot Camp program alumni
• Networking opportunities at local and national events
• Actuarial talent pipeline reports
• Access to the IABA job board/career portal

Funding & Expenses

Funding Sources

Expenses

Black Actuaries Designations Since 1952

IABA, PO Box 270701, West Hartford, CT 06127 • E: iaba@blackactuaries.org • P: 860.906.1286 • F: 860.906.1369
Recruiters
- Resumes books
- Access to IABA Scholarship and Boot Camp students
- On-site interviewing at the IABA Annual Meeting
- Career Networking Event participation at the Annual Meeting
- IABA Job board/career portal
- Online networking opportunities
- Opportunity to host webinars
- Company-specific marketing (summer internships, ALDP, etc.) to IABA members

Diversity Professionals
- Unique diversity exposure – don’t be left out!
- Learn from experiences of other diversity professionals
- Be part of development of actuarial hiring and retention best practices
- Employee leadership development
- Role models/mentoring available for employees
- Access to IABA Scholarship students
- Increase diversity through unique recruiting opportunities
- Exposure of brand to diverse talent pool
- Speaking opportunities
- Opportunity to host networking/speaker series events

Actuarial Managers
- Be part of development of actuarial hiring and retention best practices
- Employee leadership development
- Employee technical development – affordable CE credits
- Thought leadership
- Networking with other Chief Actuaries
- Mentoring/role models available for employees
- Increase diversity through unique recruiting opportunities
- Exposure of brand to diverse talent pool
- Speaking opportunities
- Opportunity to host networking/speaker series events

Actuarial Professionals
- Technical development – affordable CE credits
- Networking events through local and national events
- Leadership development
- Opportunity to give back
- Access to IABA Job board/career portal
- Experience the camaraderie and fun that results from being involved with IABA!
General Corporate Sponsorship

**Corporate Partner – Donate $20,000 or more:**
- Receive consideration for membership on IABA’s Corporate Advisory Council
- Unlimited job posting on IABA’s website
- Unlimited career profile/resume downloads on IABA’s website
- Free registration at all IABA career networking events
- Opportunity to co-sponsor an IABA Scholarship
- Four one-year IABA memberships
- Logo recognition on IABA’s website
- Annual Meeting
  - Four registrations at no additional cost
  - Exclusive interview and speaking opportunities
  - Logo recognition at annual meeting
- Opportunity to host a virtual networking or recruiting event
- Opportunity to host a City Affiliate networking or speaker series event

**Platinum Sponsorship – Donate $10,000 or more:**
- Ten job postings on IABA’s website
- Ten career profile/resume downloads on IABA’s website
- Two one-year IABA memberships
- Two registrations at no additional cost to Annual Meeting
- Recognition on IABA’s website
- Opportunity to host a virtual networking or recruiting event
- Opportunity to host a City Affiliate networking or speaker series event

**Gold Sponsorship – Donate $5,000 or more:**
- Five job postings on IABA’s website
- Five career profile/resume downloads on IABA’s website
- One one-year IABA membership
- One registration at no additional cost to Annual Meeting
- Recognition on IABA’s website
- Opportunity to host a virtual networking or recruiting event
- Opportunity to host a City Affiliate networking or speaker series event

**Silver Sponsorship – Donate up to $5,000:**
- Recognition on IABA’s website
- Opportunity to host a virtual networking or recruiting event
- Opportunity to host a City Affiliate networking or speaker series event
The CAC provides open and constructive dialogue that:

- Generates ideas for extending IABA’s outreach with new programs and services;
- Identifies strategies for the solicitation of funds to support the work of IABA;
- Provides feedback on organizational structure to better meet our mutual goals; and
- Helps member corporations develop strategies to retain, develop, and advance their minority talent.

Benefits of CAC membership:

- Help increase the number of black actuaries within the major actuarial and business organizations;
- Networking opportunities with actuarial students and professionals;
- Ideas and insight on retaining all associates in whom you invest considerable dollars;
- An opportunity to support your own organizational diversity goals;
- Ability to significantly impact IABA’s capacity to serve the actuarial community; and
- Increase visibility through speaking opportunities at our national and affiliate meetings.

Participation of CAC members:

- Commit to supporting the work of IABA both financially and through volunteerism;
- Select a representative with visionary leadership in business and industry, education or human resources that has a shared commitment to diversity and inclusion;
- Attend quarterly meetings, held in different areas of the country on a rotating basis;
- Make a contribution at the Corporate Partner Level.

CAC membership offers a unique opportunity to influence and participate in the work of advancing the actuarial profession. We welcome the opportunity to work with you as we continue to effect our mission through visionary leadership.

### CORPORATE ADVISORY COUNCIL REPRESENTATIVES

<table>
<thead>
<tr>
<th>Company</th>
<th>Representative</th>
<th>Title/Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aetna</td>
<td>Anne Crumlish, FSA, MAAA</td>
<td>Executive Director, Commercial Actuarial</td>
</tr>
<tr>
<td>Aon</td>
<td>Eric Atwater, FSA, EA</td>
<td>Partner</td>
</tr>
<tr>
<td>CAS</td>
<td>Kudakwashe Chibanda, FCAS, MAAA</td>
<td>CAS Representative</td>
</tr>
<tr>
<td>Cigna</td>
<td>Lauren Longley, FSA</td>
<td>Actuary &amp; Actuarial Executive Development Program Director</td>
</tr>
<tr>
<td>DW Simpson</td>
<td>David Benton</td>
<td>Partner - Retained Search Services</td>
</tr>
<tr>
<td>EY</td>
<td>Douglas A. French, FSA, FIAA, FCA, MAAA</td>
<td>Managing Principal, Ernst &amp; Young Insurance and Actuarial Advisory Services</td>
</tr>
<tr>
<td>Lincoln Financial Group</td>
<td>Gena Rhee, FCAS</td>
<td>Senior Actuary</td>
</tr>
<tr>
<td>MetLife</td>
<td>David Ramthun, FSA, MAAA</td>
<td>AVP, Risk Management</td>
</tr>
<tr>
<td>Milliman</td>
<td>Andrew Rallis, FSA, MAAA</td>
<td>SVP &amp; Global Chief Actuary</td>
</tr>
<tr>
<td>New York Life</td>
<td>Stephen A. White, FSA, MAAA, EA</td>
<td>President &amp; CEO</td>
</tr>
<tr>
<td>Principal</td>
<td>Michelle Pasyanos, FSA</td>
<td>Actuary</td>
</tr>
<tr>
<td>Prudential</td>
<td>Ken McCullum, FSA, MAAA</td>
<td>Vice President &amp; Chief Actuary</td>
</tr>
<tr>
<td>Society of Actuaries</td>
<td>Sara Teppema, FSA, MAAA</td>
<td>Inclusion &amp; Diversity Chair</td>
</tr>
<tr>
<td>The Actuarial Foundation</td>
<td>Clark Slipher, FSA, MAAA</td>
<td>Chairman of TAF Board</td>
</tr>
<tr>
<td>Travelers</td>
<td>Melissa Strother</td>
<td>Director of Actuarial &amp; Analytics</td>
</tr>
<tr>
<td>UnitedHealth Group</td>
<td>Olga Jacobs, FSA, MAAA</td>
<td>Vice President &amp; Actuary</td>
</tr>
<tr>
<td>Willis Towers Watson</td>
<td>Michael Poe, FCAS, MAAA</td>
<td>Director</td>
</tr>
</tbody>
</table>

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The IABA Annual Meeting allows attendees to:
• Earn at least 10 Continuing Education Credits
• Thrive in educational settings custom tailored to their experience level
• Network one on one with industry professionals
• Participate in our annual Career Networking Event
• Celebrate all of our black actuaries’ achievements at our Awards Event
• Reconnect with IABA friends and meet lots of new ones

The International Association of Black Actuaries Annual Meeting brings the intersection of education and celebration. This is the event where both students and experienced actuaries come together in an environment designed to elevate both professional development and networking opportunities. Participate in this unique actuarial meeting and make powerful connections while experiencing all that IABA has to offer.

Choose from four sponsorship levels (details on next page)

Elite – send four representatives from your organization to the meeting and position your organization as a diversity leader while maximizing your organization’s exposure through premiere logo placement.

Premium – send three representatives to the meeting and enhance your organization’s logo recognition at the event.

Preferred – send two representatives to the meeting and take advantage of the meeting’s unique marketing opportunities.

Basic – send a representative from your organization to attend the meeting, while showing support of IABA.
<table>
<thead>
<tr>
<th>Feature</th>
<th>Elite</th>
<th>Premium</th>
<th>Preferred</th>
<th>Basic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment</td>
<td>$7,500</td>
<td>$5,000</td>
<td>$2,500</td>
<td>$1,000</td>
</tr>
<tr>
<td>Annual Meeting Registrations</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Sponsor listing on website – Annual Meeting page</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Sponsor listing on Annual Meeting App</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Opportunity to submit topic/speaker suggestion for a professional development session*</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Logo recognition at registration area</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✓</td>
</tr>
<tr>
<td>Opportunity to distribute promotional item at Career Networking Event</td>
<td>✗</td>
<td>✗</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Career Networking Event recruiter profile on website – includes contact information; available jobs and opportunities; link to company website</td>
<td>✗</td>
<td>✗</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Featured in e-blast to Annual Meeting attendees – encouraging people to attend the Networking Event and visit the website for more information about participating companies</td>
<td>✗</td>
<td>✗</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private Interview space (½ day on Friday or Saturday, timing provided on a first come, first served basis)</td>
<td>✗</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job Posting 3-Pack on IABA online career portal</td>
<td>✗</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Logo recognition on website – Annual Meeting page</td>
<td>✗</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Logo on registration bag</td>
<td>✗</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opportunity to provide moderator for professional development session (dependent upon availability) – session will be marketed as moderated by ABC company</td>
<td>✗</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Speaking slot opportunities are not guaranteed
IABA’s Annual Career Networking Event, held in conjunction with the IABA Annual Meeting, is an exciting opportunity to interact with college students pursuing an actuarial career as well as actuarial professionals. This extended reception style event offers a casual atmosphere for productive interaction. The Career Networking Event will allow you to get to know a variety of potential candidates at a unique IABA event.

Benefits:

• Assigned table in event space identifying your company.

• Opportunity to distribute promotional item(s) at assigned table.

• “Recruiter” profile on IABA website – including contact information, available jobs & opportunities, link to company website, etc.

• Featured in e-blast to Annual Meeting attendees – encouraging attendees to view the Career Networking Event website for more information about company representatives and available opportunities.

• Resume book including submitted resumes of Annual Meeting attendees who will be present at the event. Resume book is typically distributed two weeks prior to the event.

• On-site interview space available to Elite-level sponsors (included in sponsorship level) and CAC members (for an additional cost).

*No signage or banners are allowed at this event. Tablecloths, table signage and giveaway items may be used.
IABA’s job portal allows companies to post jobs on a niche job board that attracts relevant, qualified job seekers. The board also allows users to browse the site for candidate career profiles and resumes. Users may interact with individuals directly through the career portal.

Pricing:

- 45-day job posting to IABA portal: $325*
- Resume purchase: $35*
- Job-Posting packages: 5-pack $1,000, 10-pack $1,900, 1 year unlimited $12,500.
- Banner ad: $600 – $2,500 (depending on option and time period chosen).
- Bulk Posting: No charge (available to CAC-level sponsors or those purchasing 1-year unlimited postings).

*Corporate partners receive unlimited free job postings and resume purchases. Other sponsorship levels include a particular number of free postings and resume purchases.

www.blackactuaries.org

2018 Career Portal Performance

- 1,253 jobs posted
- 62 companies participating
- 38,040 job views
IABA City Affiliates exist to carry out the organization’s mission through:

- Outreach to talented black high school and college students, aimed at increasing their awareness of the actuarial profession; and

- Providing professional and actuarial career development opportunities for IABA members.

Each City Affiliate creates and executes its own agenda, based on local conditions, needs and preferences.

City Affiliates are often looking for corporate hosts for speaker series and networking events. If your company is willing to hold a co-sponsored IABA event, please reach out to iaba@blackactuaries.org to discuss.

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Atlanta leaderatl@blackactuaries.org
Bay Area leaderbayarea@blackactuaries.org
Boston leaderboston@blackactuaries.org
Chicago leaderchi@blackactuaries.org
Hartford leaderhartford@blackactuaries.org
Houston leaderhouston@blackactuaries.org
Montreal leadermontreal@blackactuaries.org
New York / New Jersey leadernynj@blackactuaries.org
Ohio Region leaderoh@blackactuaries.org
Seattle leaderseattle@blackactuaries.org
Toronto leadertoronto@blackactuaries.org
Washington, D.C. leaderdc@blackactuaries.org
The IABA Actuarial Boot Camp is the premier program for transitioning black actuarial students to the actuarial industry – helping them secure their first internship or entry-level position. The majority of our past attendees report that the Boot Camp was instrumental in helping them through the interview process, and in many cases, they were introduced to their employer through their Boot Camp participation.

Since the introduction of the program in 2012, IABA has impacted over 200 students.

The four-day program covers career exposure, professional development and interview readiness topics such as:

- Business writing and communications
- Excel skills
- Social, corporate and international etiquette
- Public speaking and presentation skills
- Personal branding
- Mission, vision and career planning
- Using and maximizing your network resources
- Navigating and understanding the world of business
- Resume workshops
- Mock interviews
- Maximizing career fairs
- Networking with high-level executives of IABA’s Corporate Advisory Council

At the conclusion of the Boot Camp, students participate in the IABA Annual Meeting. This provides them with additional networking and career development opportunities. In our experience, many of these Boot Camp participants become active IABA volunteers and ambassadors for our great organization.

This week-long experience is provided to students at a cost of $100 (registration fee), plus the cost of their travel to/from the meeting location.

Here are just a few Boot Camp graduates who have successfully transitioned to the Actuarial industry.

- **Abena Adusei**  
  Actuarial Analyst  
  Willis Towers Watson  
  Boot Camp Class, 2015

- **Davette Mosley**  
  Actuarial Analyst  
  Lincoln Financial Group  
  Boot Camp Class, 2014

- **Joseph Amos**  
  Specialist  
  Nationwide  
  Boot Camp Class, 2012

- **Franklin Fotsing**  
  Senior Actuarial Associate  
  Prudential  
  Boot Camp Class, 2012

- **Jennifer Burkett**  
  Actuarial Analyst  
  Aon  
  Boot Camp Class, 2013

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### Typical Boot Camp Budget, Per Student

<table>
<thead>
<tr>
<th>Service</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boot Camp campus housing (shared dorm)</td>
<td>$300</td>
</tr>
<tr>
<td>Boot Camp meals</td>
<td>$150</td>
</tr>
<tr>
<td>Annual Meeting Registration fees</td>
<td>$150</td>
</tr>
<tr>
<td>Annual Meeting hotel (shared room)</td>
<td>$300</td>
</tr>
<tr>
<td>Miscellaneous expenses (printing, staff, etc.)</td>
<td>$100</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,000</strong></td>
</tr>
</tbody>
</table>

### Corporate Sponsorship Levels

<table>
<thead>
<tr>
<th>Investment</th>
<th>Patron</th>
<th>Advocate</th>
<th>Ambassador</th>
<th>Visionary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognition on the IABA Website</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Recognition in IABA Newsletter</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Recognition in Boot Camp booklet</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Boot Camp resume book</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>One complimentary registration to the IABA Annual Meeting</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Opportunity to participate in boot camp mock interviews and networking sessions</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>3 complimentary job postings on the IABA Job Board</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Opportunity to participate in Corporate Advisory Council Meeting</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Opportunity to include information regarding your company/actuarial program, etc. in student binder</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
</tbody>
</table>

IABA is a 501(c)(3) charitable organization. Please email iaba@blackactuaries.org to contribute.
IABA’S ACTUARIAL AMBASSADOR PROGRAM

The IABA Actuarial Ambassador program is an IABA-University-Corporate partnership aimed at increasing the quantity, retention and career transition of black students in the actuarial profession through mentorship, professional development and real-world insight into the actuarial profession.

The Ambassador Program provides:
✓ Professional Development
✓ Industry Experience
✓ SOA/CAS Exam Preparation
✓ Possible Scholarship Opportunities
✓ Networking
✓ Great Leadership Experience
✓ Possible Internship Opportunities
✓ Mentoring Opportunities
✓ Fun On/Off Campus Events

Corporate eligibility:
• Must be an IABA corporate sponsor.

Program Benefits:

Corporate sponsors
• Brand recognition (university and students)
• Potential to develop and recruit Ambassador program members for future employment
• Opportunity to foster long-term relationships with students and gratification in following students’ academic/professional growth

AAP members
• Professional development opportunities
• Obtain real-world insight into the actuarial profession
• Opportunity to extend career/actuarial network
• Develop a personal brand and professional/career awareness opportunities
• Improve leadership and team-building skills

• SOA/CAS exam preparation
• Mentoring opportunities
• Social on/off campus events
• Potential internship opportunities at corporate sponsor

Universities
• Raise awareness of their respective actuarial programs
• Potential to increase enrollment as a result of raising program awareness
• Potential to increase retention of students in actuarial programs
• Potential to create career opportunities for current and graduating students
• Opportunity to foster relationships with IABA and corporate sponsor
Scholarship Program Statistics:

Amount awarded since 1996 totals over $900,000 (not including annual meeting travel expenses for participants or exam reimbursements).

At least 72% of scholarship recipients report they are still in the actuarial profession.

<table>
<thead>
<tr>
<th>Year</th>
<th>Applications</th>
<th>Awards</th>
<th>$ Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>96</td>
<td>18</td>
<td>$61,000</td>
</tr>
<tr>
<td>2012</td>
<td>171</td>
<td>21</td>
<td>$82,000</td>
</tr>
<tr>
<td>2013</td>
<td>160</td>
<td>16</td>
<td>$55,750</td>
</tr>
<tr>
<td>2014</td>
<td>214</td>
<td>22</td>
<td>$74,000</td>
</tr>
<tr>
<td>2015</td>
<td>86</td>
<td>23</td>
<td>$76,000</td>
</tr>
<tr>
<td>2016</td>
<td>86</td>
<td>27</td>
<td>$88,000</td>
</tr>
<tr>
<td>2017</td>
<td>117</td>
<td>28</td>
<td>$93,000</td>
</tr>
<tr>
<td>2018</td>
<td>131</td>
<td>36</td>
<td>$114,000</td>
</tr>
<tr>
<td>2019</td>
<td>172</td>
<td>45</td>
<td>$127,000</td>
</tr>
</tbody>
</table>

Co-Branded Scholarships:

In 2012, IABA introduced the opportunity for CAC companies to sponsor IABA scholarships with internship components.

The first year, Ernst & Young and New York Life participated, each securing an internship candidate for the summer of 2013.

Today, IABA’s Co-Branded Scholarship program has grown to 9 companies and over $30,000 of additional annual support.

The introduction of co-branded scholarships has allowed IABA to enhance the program by offering exclusive interviewing opportunities for diverse candidates for both internship and entry-level opportunities.

Sponsorship Options:

**Fully-Funded Scholarships:** Company fully-funded scholarship ($5,000) – company often interviews recipient for internship or entry level position, but this is not a requirement.

Company fully-funded scholarship with internship ($4,000) – company to provide internship or entry level position to recipient.

**Co-Sponsored Scholarships:** Co-sponsored scholarship ($1,000 - $3,000) – company may or may not provide an internship or entry level position to recipient, but the fully funded scholarship companies get first preference in selection. Investment is dependent upon company budget and determines preference – companies with higher investment get preference over companies with a lower investment.

Co-Branded Scholarship Process:

**March 31:** Scholarship Deadline

**End of May:** Companies providing fully-funded scholarships receive all application files

**Middle of June:** Companies providing co-sponsored scholarships receive all application files

**End of June:** All companies notify IABA of recipient preferences

**Early July:** IABA notifies companies of final list of student assignments and notifies students of awards

**August:** IABA coordinates payment of scholarship and disperses payment

Corporate eligibility:

- Must be an IABA Corporate Partner