

 CIRMA



Building an Internship Program: CIRMA's Story

David Demchak, ARM
CIRMA President and CEO

Pamela Keyes, ARM
CIRMA Senior Vice President
Business Intelligence and
Risk Management

Strategic Initiatives

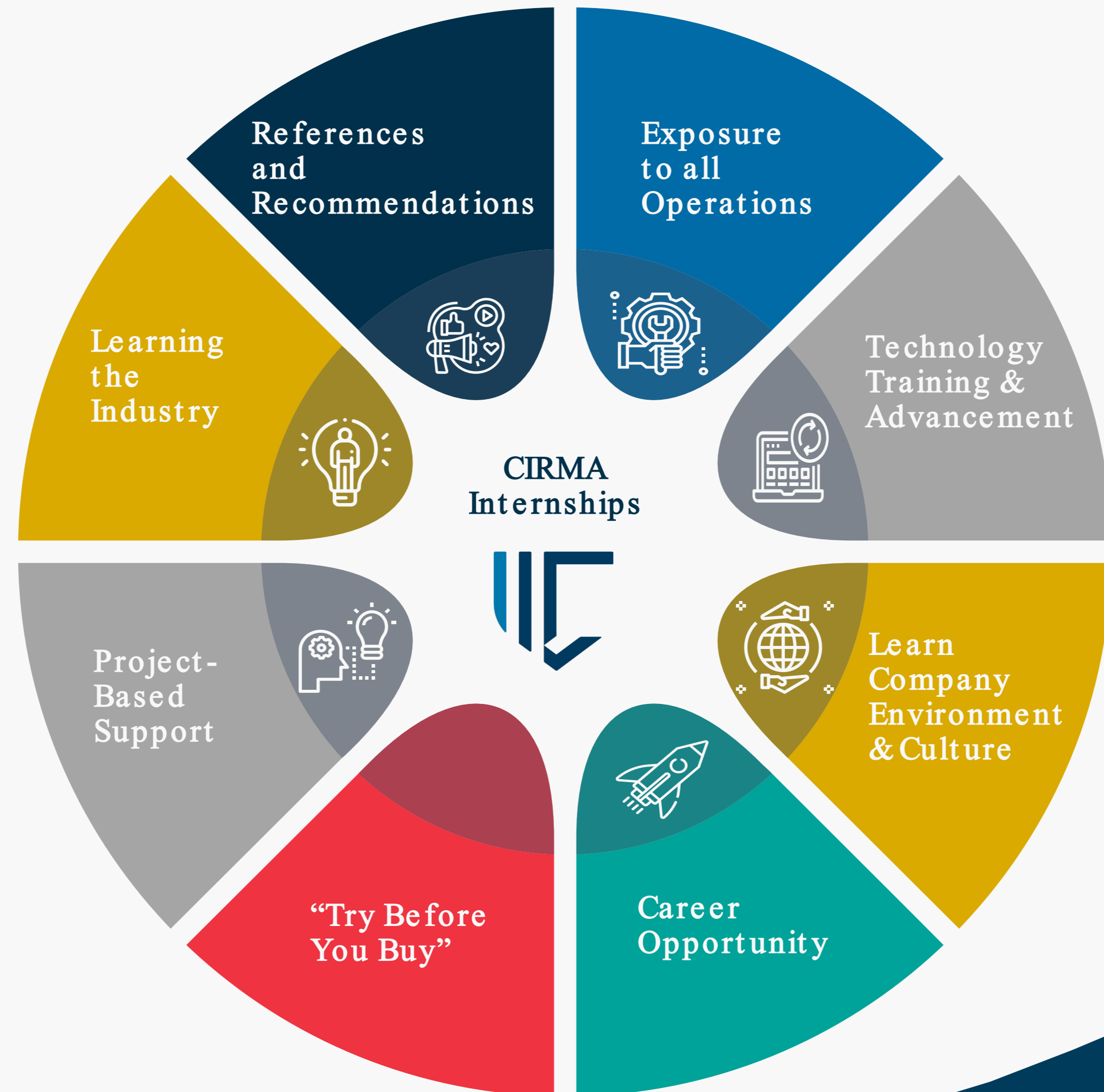


Talent Management

- **Acquisition**
 - Strategic hires
 - Alumni Program
 - Internships
- **DEI Focus**



What is an Internship?



Our Story



- **Building relationships with stakeholders in higher education**

- Faculty
- Business Development Officer

- **Selling the Pooling Industry**

- Teaching classes at the school
- Bespoke marketing campaigns/tactics
- Engagement Playbook
- Pooling differentiators are distinct strengths

- **Matching our values with intern attributes/values/strengths**

- **Targeting the “right interns” throughout the talent acquisition lifecycle**



Internship Benefits

- **Talent Acquisition**
 - Talent pipeline for identifying and recruiting future employees
- **Fresh Perspectives and Ideas**
 - Internship = $\frac{\text{Energy} + \text{Intellectual Curiosity}}{(\text{New Ideas})^2}$
 - How to manage, motivate, and work with new generations
- **Increased Productivity**
 - Boost productivity
 - Support professionals
 - Project-based
- **Employer Branding**
 - Helping to define our values better
 - Targeted schools for recruitment
- **Engaging our Community**
 - DEI Initiatives
 - INROADS Internship Program/HBCUs

THE WALL STREET JOURNAL.



**Need a CEO? Hire the Intern.
Seriously—Just Do It.**



THANK YOU

What thoughts
or questions do
you have?

