



*SDAIP - 1936 - 2025*

## SDAIP - QUARTERLY SNAPSHOT



Editor: Regina Lemanowicz, CLP

### **PRESIDENT'S MESSAGE**



On behalf of our Association, I want to express how thankful we are to serve our industry through this Association alongside such a wonderful group of insurance professionals and genuinely great people.

In remembering our theme this year "Let's Grow Together", we are certainly working hard to do just that. We already have some new members and a lot of participants attending our events.

*In looking back over the last quarter. October was a busy month.*

Oct 5th, we Walked to End Alzheimer's for the Alzheimer's Assn. Huge success! A lot of money was collected.

Oct 16 th was Mentor Night for OPT (Occupational Professional Training) Program at Grossmont College. Great program. I was presented with a beautiful award for being one of their mentors.

February 18 th a FREE CE class is being offered by Steve Goebel/Arrowhead Genl. Topic is Earthquake. Invites will be coming out soon. SAVE THE DATE!

Next big push is our Annual Charity Golf event February 26 th. It will be GLOW GOLF. Who wants to try golfing in the dark? Don't worry, your ball glows, and tees, bunkers and holes are marked with glow sticks. Also, it's best ball/scramble, so you don't have to be a good golfer. It's so FUN!!! Hope to see you there!

We currently have 2 open positions on our Board for EDUCATION and YOUNG PROFESSIONALS. If you're interested in stepping up and serving on our Board, please let me know by email or give me a call anytime. We would love to have you. Don't worry, you'll have several mentors to assist you.

Thank you for your service and friendships! Looking forward to continued successes together in 2025

In love and service,

Oct 29 th was SDAIP's 88 th Birthday/dinner costume party with our Past Presidents. What fun to dress up in Halloween costumes, play some games and honor our Past Presidents!

November 23 rd, we teamed up with Surfrider and did a beach cleanup at Pacific Beach. The weather was perfect! Beach cleanups are a fun way to engage in your community and leave the coast better than you found it.

December 4 th, we gave a Holiday party for Royal Group Home residents. We gave blankets as gifts to everyone, sang Christmas carols with sugar free refreshments. They really appreciated us coming. They don't get many visitors. A big thank you to Mark McDonald for coordinating.

December 18 th was SDAIP's Holiday dinner party and Farewell party for Katie Freeman at Troy's Greek Restaurant. Great fun! Great food! Great attendance! Lots of love and laughter. Katie, we're all going to miss you and wish you all the best in Florida.

Cindy Lou Smith

**Cindylou2smith@gmail.com**

(619) 322-3255



**2025**

**January 9 - Region VII Cactus Chat with the RVP and Team**

**January 13- Region VII MAL and IAIP friends' virtual Happy Hour**

**January 22 - IAIP Virtual Town Hall**

**February 18 - SDAIP Meeting and CE**

**February 26 - Glow Golf Event**

**March 18 - SDAIP Membership Meeting - Details to follow**

\*Dates may be subject to change

Please visit the IAIP website for award and grant applications, events, education and volunteer opportunities!

**<https://www.internationalinsuranceprofessionals.org>**

**SDAIP 2024-2025 Calendar**

**\*BOARD OF DIRECTORS MEETINGS ARE CALLED TO ORDER AT 5:30 PM UNLESS OTHERWISE NOTED AND ARE VIRTUAL.**

**ALL MEMBERS ARE ENCOURAGED TO ATTEND BOARD MEETINGS.**

**\*REGULAR MEETINGS ARE CALLED TO ORDER AT 5:30 PM UNLESS OTHERWISE NOTED IN THE PROGRAM.**

**\*Dates may be subject to change and additional meetings may be added where needed.**

MONTH	DATES	EVENT
September	09/10/2024	Board Meeting
	No regular meeting	
October	10/01/2024	Board Meeting
	10/29/2024	Past President/SDAIP Birthday
November	11/05/2024	Board Meeting
	No regular meeting	
December	12/03/2024	Board Meeting
	12/18/2024	Holiday Social
January	01/07/2025	Board/BUDGET Meeting
	No regular meeting	
February	02/04/2025	Board Meeting
	02/18/2025	Membership drive/CE
March	03/04/2025	Board Meeting
	No regular meeting	
April	04/01/2025	Board Meeting
	04/22/2025	Awards Banquet/Installation
May	05/06/2025	Board Meeting
	No regular meeting	
June	06/03/2024	Board Meeting
	06/24/2025	
July	07/12/2025	Board Planning Meeting

## INDUSTRY INSIGHTS



Guest Columnist - JoAnn Schaub CIC, CRM, CISR  
President - **Schaub Insurance Agency, Inc**

### **Insurance in 2025, What Can We Do? (An Independent Agent's Perspective)**

No matter where you are in the insurance industry, 2024 was hard. Maybe you are a territory rep for a large carrier. Maybe you're a sales manager for a smaller carrier. Maybe you're a claims adjuster. Maybe you are a captive agent. Maybe you are (like me) an independent broker/agent.

How did we get here? In the insurance space, we hear it all of the time. Insurance sucks. What happened, and so on. I did a little write up about a year or two ago and have continually updated it since then. When the opportunity arises, I share the write up with prospects and clients that ask. It helps to provide the explanation in basic/layman's terms, and while it doesn't make everything better, it does provide a reasonable explanation that most consumers will understand.

2. Carrier reps, are you staying in touch with your active and profitable agents? Maybe you are limited in what your carrier can write, but eventually it will open up (or you'll move carriers), and you'll need those relationships to feed your pipeline. Did you take the time to reach out to your agents over the holidays and send a greeting or small gift? It is amazing how far those interactions will go. Agents remember who reached out, and who didn't.

3. Brokers/agents, are you staying in touch with your profitable accounts and maintaining communication or "just because" emails, calls, cards, and possibly even pop-bys? If you're a sales agent or producer, are you bringing your support staff out to meet your top clients? Your top clients, can also be great referral sources, and making sure they get to know the support staff deepens the relationship they have with you/your firm.

4. Brokers/agents, have you identified your top client profile, and are you setting up your marketing focus to that risk profile? With a focus on retention/retaining existing business, time spent marketing and writing new business may be more limited thus may need to be highly strategic and focused.

5. Whether we want to admit it, or not, relationships can drive business, and whether or not you have a good one with prospects, clients, carrier reps, and

This is not all-inclusive, but my best understanding of how we got here.

The insurance market has been pretty tough in the last 5-7 years or so, but covid really exasperated the issue.

- There was a moratorium on carriers cancelling policies for non-payment. So (some) people stopped paying. Carriers couldn't collect premium on policies.
- Insureds reduced mileage on commercial and personal vehicles, which is a huge rating factor. Carriers got less premium on policies.
- Insureds reduced sales and payroll estimates on business policies (big rating factors). Carriers got less premium on policies.
- Many businesses folded during covid. Carriers lost premium.
- During covid, the insurance commissioner put a hold on carrier's filing for rate increases, and/or severely slowed down the approval process. Rates are determined by exposure amount versus expected losses. Rates can vary by carrier, but all admitted markets in California must obtain approvals from the department of insurance for what they can charge for premium (rates). Carriers couldn't charge the premium they needed to charge for risks.
- Developers are going farther into "brush" zones, exasperating the fire danger and insurable property.
- During this time, we have also had some of the worst claims years on record when it comes to natural disasters = think flooding, mud slides, and fires.
- There's been tremendous pressure on the supply chain and inflationary increases that have dramatically driven up claim costs. Add in fancy technology in vehicles and homes, and a windshield that may have been a couple hundred bucks to replace, is now a couple thousand. So the cost of claims have risen exponentially.
- But all of this combined has created a firestorm – literally. Carriers couldn't/can't collect the rate/premium they need to remain profitable, insureds stopped or dramatically lowered how much they were paying for about two years, and there have been enormous payouts in claims.
- Much as we hate insurance, it is a for-profit endeavor, carriers are not non-profits, and don't operate out of the goodness of their hearts. Like most business owners, they are there to make money.
- Post-covid, there has been an uptick from insureds on mileage, revenue, and payroll again which helps carriers collect the premium they need.
- The Department of Insurance is also speeding up rate filing requests, so that pressure valve is also (VERY SLOWLY) letting up.
- So... to combat the some of the challenges, carriers have decided to get VERY, VERY picky in what they are willing to write, i.e. the best or most vanilla risks, or simply putting a hold on any new business period.

agents/brokers, may help determine your success in the coming year.

As we head into 2025, and another potentially tough year in the industry, make sure your focus is on your current clients, and various relationships that can help sustain your book of your business in tough times, so it will flourish when things start to turnaround. There is a light at the end of the tunnel, we just have to make it there.

In fellowship,  
JoAnn Schaub, CIC, CRM, CISR  
President, Schaub Insurance Agency, Inc.

#### About the Author:

JoAnn Schaub is a second-generation insurance professional and got her property-casualty insurance license in 2003. She has worked for a large national direct writer, small independent agency, large national brokerages, to finally opening up her own independent agency in April 2017. JoAnn's primary area of focus is in business/commercial lines insurance, but is able to write home/auto policies, too!

JoAnn has earned her Certified Insurance Counselor (CIC) designation, Certified Risk Manager (CRM) designation, and Certified Insurance Service Representative (CISR) designation, along with a number of other awards and recognition for her hard work in the service side of insurance. JoAnn's value is that she cares about her clients, and cares about the coverages she is providing. She will never oversell someone, always offers complimentary policy reviews, and truly believes in putting the client first. JoAnn started her agency with the idea of being able to create an environment where starting from the top down, we care about the clients, the coverages, and the community at large. Schaub Insurance does a huge annual giving day (On Giving Tuesday to maximize contribution dollars), where we donate a portion of our agency's revenue to charity. This is our insurance with ♥ heart campaign

JoAnn graduated Palomar College with her A.A., then California State University San Marcos with a B.A. in Social Sciences and made Dean's List. JoAnn is married to Shawnn Schaub, has two amazing daughters (Carina, and Ella), two handsome cocker spaniels (Bailey and Riley), and a mischievous kitty (Mira). The Schaub family also developed and maintain their own "Little Free Library" on their property as a gift to their community. JoAnn lives and works in San Marcos, CA.

□ When underwriting guidelines tighten up for one carrier, all of the sudden other carriers take notice and start tightening up, too. They don't want to be left holding the bag for all the risks carriers A, B, and C don't want to write. And the carriers that \*are\* writing, will eventually close up shop or move out of state, because they won't be able to withstand the amount of risk versus premiums held in the event of claims.

So what can we do about it as we head into 2025?

1. Focus on retention. Retention should be the easiest thing for an agency to focus on, as it is business already on the books. You should already have a relationship with the insured. Did your client get a non-renewal or a huge rate increase? Are you getting ahead of the non-renewal/rate increase and advising your client you will shop for them (if you are independent)? If you're a captive, have you developed a referral relationship with indy agents? If not, why not? Indy agents, have you set up referral relationships with agents that have access to carriers you don't have? If not, why not?

## AWARDS/SCHOLARSHIPS



### Region VII Awards

The two awards below on the Regional level are due by April 15, 2025. The Regional Awards Committee Chair, Andrea Gable-Setterstrom, CLP has sent notification to all members in good standing to submit their essay entries. All members in good standing that meet the eligibility requirements may submit for this award. Nominate yourself or a SDAIP member you feel meets the criteria.

#### **REGION VII MEMBER OF THE YEAR AWARD**

Purpose: To give recognition to an individual who has shown outstanding personal achievement, leadership abilities and dedication to the local association, Region VII and IAIP, which surpasses the accomplishments of other members of the region.

#### **REGION VII HALL OF FAME AWARD:**

Purpose: To recognize and demonstrate Region VII's appreciation to members who, during their lifetime, have given their time and dedication to the development of their local association, Region VII and IAIP.

A minimum of fifteen (15) years in IAIP with no lapse in membership status.

A minimum of twenty-five (25) years insurance experience.

Significant contributions to IAIP and to the insurance industry.

You can review the eligibility guidelines and criteria at [tiaipregion7.org](http://tiaipregion7.org). I am always happy to help you with your submission or your nomination.

Regina Lemanowicz, CLP  
SDAIP Awards Chair



**PROUD WINNERS OF THE BEST OF NORTH COUNTY  
INSURANCE COMPANY 2024!!!**

## COMMUNITY ACTION



Thank you for continuing to keep our Saturday Lunch service project alive, at Rachel's House.

During Q4, these wonderful individuals volunteered their time to pick up and serve lunch: Belinda Mitchell; Phylis Estrada; Julie Brown; Diane Patterson; Trinity Tuttle; Pam Legge; Cheena Malicki and Betsy Johnson. Belinda made the

December 21 lunch service extra special by putting together gift bags that contained warm hats and scarves that were knit by her mom. Betsy provided socks and desserts. What a way to kick off Christmas week!

Pam Legge and Nancy Trejo used their personal resources to make and provide lunch on multiple Sundays during Q4. Did you know the ladies do not have a planned lunch on Sundays unless someone volunteers to provide it? If you're interested in doing this with a small group of friends/family members, let me know.

At the holiday dinner on December 18, SDAIP gifted a \$600 check to help purchase tennis shoes for the ladies; and members also donated sanitary pads and ladies underwear. Thank you to everyone who donated. One thing you will never regret is helping someone else who needs it.

With much appreciation,  
Nancy Trejo, CPCU, CIC

Community Action Committee: **Nancy.Trejo@Safeco.com**  
Betsy Johnson, CIC, CISR, **bejohnson@bhhc.com**  
Mark McDonald, **mark@mcdonald.solutions**  
Regina Lemanowicz, CLP, **ginalem1823@gmail.com**



## **Royal Home Event 2024**

At this special time of year around the holidays, our Community Action committee organized a special event at The Royal Home in El Cajon. The Royal Home is a skilled nursing facility with 19 permanent residents who receive care for various issues. When we first reached out to them, we were told that the residents receive almost no visitors over the December holidays, so we decided to plan something special to give them some joy and social interaction.

This year we organized a special afternoon party event to help bring the holiday spirit. Working with their staff Manager, Rowena, we decided to bring each resident a wrapped gift which was a new blanket. Dressed in Santa hats and Christmas colors, we started the event in their main social room by serving them sugar free cookies and candy and soft drinks. After chatting awhile, we sang several Christmas carols together with the lyrics we handed out to everyone. Even those that didn't sing were nodding and clearly happy hearing the songs. Then we handout out the wrapped gifts which went over huge – it was emotional and moving and many of them stopped us to give their sincere thanks, some called us "Christmas angels." We want to thank all SDAIP members who donated blankets for the residents and also volunteers Betsy Johnson and Mark and Vene McDonald who were at the event.

## **EMPLOYMENT**



As we all know, particularly since Covid, the insurance landscape continues to evolve, and so do the pathways to success within it! Whether you're navigating your first steps in the field or looking to pivot your career, there's never been a better time to explore the opportunities available.

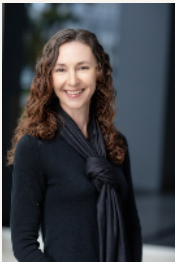
For those with some job movement or new to the sector, embracing a mindset of continuous learning and adaptability is crucial. Our upcoming events and resources are designed to support you in honing your skills and expanding your network. From mentorship to specialized training workshops, we're dedicated to helping you build a foundation for long-term success.

Employers are increasingly valuing candidates who show initiative and a willingness to learn. Highlighting your unique experiences can set you apart in this competitive landscape. Remember, every role—whether in underwriting, claims, service, or sales—contributes to the broader mission of delivering security and peace of mind to clients.

Stay tuned for our upcoming networking events, where you can connect with industry leaders and fellow professionals! These gatherings are excellent opportunities to share insights, gain knowledge, and forge relationships that can open doors to new roles and advancement!

In Fellowship,  
Dallas Pietak, CSP

## **MEMBERSHIP**



Members of SDAIP have access to the Certified Leadership Program (CLP), Selling Essentials, Associate in Client Relations Program, Career Development, Confidence While Communicating and ICan! Programs that are put on by International Association of Insurance Professionals (IAIP).

**Certified Leadership Program - International Association of Insurance Professionals** Provides essential leadership skills designed for personal growth and professional advancement.

The program consists of four modules focused on leadership through Strategic Management, Business Essentials, Mentoring and Motivating. Individuals completing the entire program are eligible to apply for the Certified Leadership Professional (CLP) designation. 17 Courses / 52 Hours.

### **Selling Essentials - International Association of Insurance Professionals**

A six-course series for new and seasoned insurance professionals. The soft skills perfected in the Selling Essentials Series will help insurance professionals in all areas of the industry to sell services, products, or their ideas to new and existing clients, coworkers, and others. 6 Courses / 24 Hours.

<https://www.internationalinsuranceprofessionals.org/page/cwc>

Program designed to help master the art of effective communication in a small class of five to 10 students, and in a friendly and supportive learning environment, providing tools to communicate confidently and clearly. The delivery method is usually a combination of virtual and in person classes, which are determined by the instructor and based on the needs of those in attendance.

<https://www.internationalinsuranceprofessionals.org/page/ican>

Quick learning series offering 30-minute courses on a variety of insurance topics, making them great options for short in-person or virtual meetings. For slightly longer courses on industry-related topics, IAIP also offers the I CAN! A Step Above series which are one-hour in length. These course offerings include cover emerging insurance trends topics such as E&O, Ethics, Life Insurance, DOC, Fraud, Life & Health, CGL, Marine, Auto, Workers Comp and more.

Christina Hernandez, CIC, AAI  
SDAIP Membership Chair

<https://www.internationalinsuranceprofessionals.org/page/acr>

Provides an opportunity to develop your professional brand with essential client relations expertise. Learn how to consistently provide outstanding client experience, develop clients for life, excellence in business etiquette and writing, listening with intent, managing time and stress, plus valuable courses for new CSRs/Account Managers.

Such as Overcoming Client Complaints and Negotiating Skills and Conflict Resolution. 13 Courses / 40 Hours.

<https://www.internationalinsuranceprofessionals.org/page/career-development>

A variety of career development courses that provide tips and tools to assist with your career development goals. These courses range from 30 minutes to six hours and include topics like successful negotiations, time management, business writing, conflict resolution and customer service.



## LEGISLATION



We want to keep you informed about significant changes to casualty insurance and employment laws in California that will take effect on January 1, 2025.

### **Changes to Auto Insurance Liability Limits**

- **Minimum Financial Responsibility Requirements for private passenger vehicles will increase to:**
  - **\$30,000 for injury or death to one person**
  - **\$60,000 for injury or death to more than one person**
  - **\$15,000 for property damage**

### **New Paid Family Leave Regulations**

- **Assembly Bill 2123 prohibits employers from requiring employees to use up to two weeks of earned, unused vacation leave before receiving California Paid Family Leave (CA PFL) benefits.**
  - The current law allowing this requirement remains until the change takes effect.
  - This new regulation enables employees to access CA PFL benefits sooner.
  - Employers may still allow employees to supplement their CA PFL benefits with vacation leave to receive up to 100% of their normal weekly pay.

### **Exempt Salary Threshold for 2025**

- The **minimum exempt salary threshold** will increase to **\$68,640 annually**.

### **Minimum Wage**

California employers should anticipate implementing a new minimum wage for nonexempt employees. As of January 1, 2025, the state minimum wage will rise to

### **Additional Legislative Changes**

1. California Fair Employment and Housing Act: Prohibition on Driver's License Requirement Effective January 1, 2025, employers cannot require a driver's license in job postings unless driving is an essential job function.
2. AB-2011: Expansion of the small-employer family leave mediation program to include allegations regarding reproductive loss leave and extends the program indefinitely.
3. AB-2738: Enforces safe working conditions for entertainment vendor workers, requiring contracts to include safety training compliance.
4. SB-497: Establishes a rebuttable presumption of retaliation for adverse actions taken within 90 days of an employee's protected activity, along with a civil penalty of up to \$10,000 for violations.
5. SB-553: Mandates workplace violence prevention programs, allowing collective bargaining representatives to seek restraining orders against aggressors.
6. SB-399: Prohibits employers from retaliating against employees who decline to attend employer-sponsored meetings on religious or political matters.
7. SB-1137: Recognizes "intersectionality" in anti-discrimination laws, expanding protections against discrimination based on intersecting identities.

These changes reflect a significant shift in California's legal landscape and will impact employers and employees alike.

Respectfully submitted,  
Betsy Johnson, CISR, CIC  
Legislation Chair



\$17.50 per hour for employers with more than 26 employees. For employers with 25 or fewer employees, the minimum wage must be at least \$16.50 per hour.

## **RESERVATIONS AND SOCIAL**



In October, SDAIP celebrated its 88th birthday! In honor of that milestone, the Association purchased a flag that had been flown over the U.S. Capital Building in Washington D.C. during the month of October. Congressman Darrell Issa's office was contacted about our celebration: the flag was raised and dedicated to the San Diego Association of Insurance Professionals. This flag will be present at all of our future General Meetings, as stated in our bylaws, and the Pledge of Allegiance will be recited.

In Fellowship,  
Pam Legge RHU, CIIP, DAE, CHRS  
Reservations & Social Chair



## **EVENTS**



[Join SDAIP or Renew.](#)

SDAIP is a local affiliation of IAIP. The International Association of Insurance Professionals (IAIP) serves its members by providing professional education, an environment in which to build business alliances and the opportunity to make connections with people of differing career paths and levels of experience within the insurance industry.  
[www.sandiegoaip.com](http://www.sandiegoaip.com)

## SDAIP February Meeting/CE Class

Join us for our February meeting including a complimentary one-hour CE class sponsored by Arrowhead General Insurance Agency, Inc.

C3 Risk & Insurance Services  
404 Camino del Rio S, 410, San Diego, CA 92108

[View on map](#)

Feb 18, 2025, 05:30pm - Feb 18, 2025, 07:30pm  
Class starts at 6:00pm

Add to [Google](#) · [Outlook Web](#) · [Outlook Mobile](#) · [Yahoo](#) · [iCal](#)

[Register](#)

\$20.00 - Dinner

Join us at 6:00pm on Tuesday February 18<sup>th</sup> for a 1-hour CE course "Living in Earthquake Country, The Risk is Real." Approved for 1 CE and presented by our San Diego insurance industry neighbors at [Arrowhead General Insurance Agency, Inc.](#) Speaker [Steve Goebel](#) will discuss residential earthquake insurance solutions and sales techniques to help agents protect their customers and grow & maximize revenue to their agency.



**Steve Goebel** – Business Development Manager, Arrowhead General Insurance Agency, Inc.

Steve is a San Diego native and father of three, who has been working at Arrowhead for 28 years, most of which with Arrowhead's residential earthquake division. You may have met Steve at one of our past SDAIP meetings or at the Arrowhead booth during one of the many industry tradeshow that he attends. Throughout his tenure with Arrowhead, Steve has shared his knowledge of Arrowhead's

product specialties with countless agencies across the nation, and he is excited to present this CE class for SDAIP.

**DOOR PRIZES ARE WELCOMED AND GREATLY APPRECIATED!**

[Click here to register: SDAIP February Meeting](#)

The San Diego Association of Insurance Professionals (SDAIP), serves its members by providing professional education, an environment in which to build business relations, and the opportunity to make connections with people of differing career goals and levels of experience in the insurance industry.




Feb 28

## SDAIP Glow Ball Golf Networking Event

Come join us for Happy Hour and tea time at our exciting event. Sponsorship opportunities are available, and your support will contribute to local charitable causes.

 The Loma Club  
2960 Truxtun Rd, San Diego, CA 92106

[View on map](#)

 Feb 28, 2025 08:00pm - Feb 28, 2025 10:00pm  
[Add to Google](#) · [Outlook Web](#) · [Outlook Mobile](#) · [Yahoo](#) · [iCal](#)

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Credit card fees are extra

Thank you to our sponsors!



Glow ball golf is a unique type of golf that uses glowing golf balls, glow sticks, and multicolored tees to help golfers find their targets. It can be played at night or in twilight conditions. Glow ball golf is fun and exciting. We hope you can join us for a fun event.

[Share This Email](#)

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[Click here to register for the Golf Event!](#)

**SDAIP See's Candy Fundraiser - Sweet on You!**

Our organization is raising funds with See's Candy, to bring our members educational meetings, professional development opportunities and in-person, fun networking events for 2025, and we need your help! Please considering purchasing a box of sweets for your sweetheart from our link below and share/forward our link to your friends, family, colleagues, and co-workers. We have a variety of options to choose from, including some super cute Valentine's boxes. You can even purchase \$25 See's Candies gift cards through our site. These make great Thank You gifts for your team, work partners or really anyone you want to give a sweet treat to.



Note – the candy is available to purchase now and the deadline to ship by Valentine's Day is 1/14/2025.  
[https://www.yumraising.com/secure/sdaipsandao\\_sdaip\\_sees\\_candy\\_fundraiser\\_\\_swe93/ChrHer1394/](https://www.yumraising.com/secure/sdaipsandao_sdaip_sees_candy_fundraiser__swe93/ChrHer1394/)

## [IAIP NEWS AND EVENTS](#)



### Region VII Members-at-Large, Student & Corporate Members, and IAIP Friends Happy Hour

Region VII Virtual New Year's Celebration Happy Hour - Monday, January 13, 2025, at 5pm PST. Please mark your calendars and prepare to have some fun. Please share with other IAIP members. Celebration themed attire is encouraged with two chances to win a \$25 gift card.

Please feel free to contact **Sandy Malone** for the Zoom link or if you have any questions.



### [Distinguished Insurance Professional of the Year](#)

Introducing a new IAIP international award created to recognize an insurance professional who has demonstrated superior mentoring and leadership skills, and promoted IAIP to new and younger members, and encouraged their development and involvement in IAIP. This new award is generously sponsored by Marica Tepp.

Criteria for eligibility include IAIP involvement, mentoring and member engagement activities, community involvement and an essay on one of two IAIP related topics. Learn more: [https://www.internationalinsuranceprofessionals.org/...](https://www.internationalinsuranceprofessionals.org/)

**DOWNLOAD THE ACR BROCHURE**



To receive credit for each course -

- Purchase a Student Guide for an instructor-led event (including in-person, virtual or eLearning events) from the IAIP Store.
- Successfully pass a ten question online quiz with a minimum score of 80 (8 out of 10 questions answered correctly). Your score is provided at the end of the quiz and if the score is less than 80, you will need to retake the quiz and pay a quiz-retake fee.
- Individuals completing 13 **CE** courses (40 hours total)

Download the **CE** brochure.

2025 International Convention - June 19, 22 - Oklahoma City, OK

Link to video: <https://fb.watch/sVEDJFwuDh/>

Start making your plans now to Join Us at IAIP's annual convention June 19-22, 2025 at the Omni Oklahoma **#IAIP2025**

**Omni Oklahoma City Hotel**



**MasterMind**  
AN IAIP COMMUNITY

Join us in a mastermind group!

<https://blog.internationalinsuranceprofessionals.org/joi.../>



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