**What's New?**

* This year's program will welcome twenty-three (23) Pioneers to our offices.
* Students from Sophomore to Graduate Level are welcome.
* Interns will be located in one of the following offices:
  + Jersey City, NJ
  + Cheshire, CT (Actuarial Interns)
  + Chicago, IL
  + Cincinnati, OH
  + Seattle, WA
  + Mountain View, CA
  + Tallahassee, FL

**Program Details**

* The program will run for **10 consecutive weeks beginning Monday, June 2, 2025** (12 weeks for Actuarial Interns)
* Every Rising Pioneer will have a Manager and Mentor
* Rising Pioneers will receive a personalized onboarding experience and swag
* Education and enrichment sessions and workshops will be held throughout the summer
* All Rising Pioneers will be invited to participate in an exciting Capstone Project which they will present as a group by the end of their program
* **About the Rising Pioneer Program**
* **The Program Mission**
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* The mission of the Rising Pioneer Program is to expose interns to a particular job or profession within the industry that will **empower them**through opportunities provided by us to **aid in their career development**, all while they’re **building a professional network** with their cohort and mentors.
* Our goal is to **grow our own talent**by providing Rising Pioneers with**leadership challenges and developmental opportunities**. Rising Pioneers experience a stimulating **journey of self-discovery and development**which allows for exposure to opportunities for **personal fulfillment and achievement.**

**Program Priorities**

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**Objectives**

* **Empower interns** through meaningful work experience by assigning tasks that establish new skills, require accountability, and meet high profile standards.
* **Champion the career development** of Interns through mentorship.
* **Provide opportunities** that have a high level of responsibility, and closely emulate early career positions.
* **Support our departments** by engaging young professionals who bring a fresh Perspective to our work.

**Learning & Virtual Events**

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**Lunch 'N' Learn Sessions & Panel Discussions:**Custom sessions so Interns can learn more about the company and the industry while developing professionally as well. These sessions include:

* Intern Alumni Panel Discussion
* Meet the Leaders of SageSure Panel Discussion
* Career Readiness with Lisa Bernstein
* Professional Zoom Etiquette in the Workplace

**Rising Pioneer Sessions:** In collaboration with the Actuarial team, the program includes several virtual learning sessions, allowing Rising Pioneers to learn more about our products get familiar with different aspects of the business. These sessions are hosted by the Actuarial team, and include:

* Homeowners Coverages
* Company Structure
* Personal Insurance Products
* Efficient use of Outlook
* Capital Management / Cat Modeling
* Claims
* Commercial Insurance Basics
* Underwriting Managers
* Marketing

**LinkedIn Learning Journey:** Utilizing a new resource, Rising Pioneers would also participate in online learning sessions at their own pace and via LinkedIn Learning

**Timekeeping and Summer Fridays**

* Interns are prohibited from working more than 40 hours per week.
* In CA non-exempt employees who work more than 5 hours get on 30-minute uninterrupted rest break. If they work 6-10 hours a day they get two 30-minute uninterrupted rest breaks.
* Summer Fridays -  If an employee works the 5 hour minimum and is approved for the Summer Fridays, the system will add the additional 3 hours for the summer early release. Early release should be discussed with your manager each week.
* Other questions about our systems can be directed to [Peoplesystems@sagesure.com](mailto:Peoplesystems@sagesure.com)
* Review the UKG timekeeping video [here](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/ERBa5L-BVuhOoSgeFQeedEMBLSYmEesdHSUCZPGzxGlDXQ?e=WfY2KT&nav=eyJyZWZlcnJhbEluZm8iOnsicmVmZXJyYWxBcHAiOiJTdHJlYW1XZWJBcHAiLCJyZWZlcnJhbFZpZXciOiJTaGFyZURpYWxvZy1MaW5rIiwicmVmZXJyYWxBcHBQbGF0Zm9ybSI6IldlYiIsInJlZmVycmFsTW9kZSI6InZpZXcifX0%3D)
* **Dates to Remember**
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* June 2nd - Rising Pioneer Orientation
* June 3rd - Summer Workshop - Company Structure
* June 4th - Summer Workshop - Homeowner's Coverage
* June 5th - Summer Workshop - Powerpoint
* June 6th - Summer Snack Connect/Capstone Intro/Q&A
* June 10th - Summer Workshop - Claims
* June 11th - Summer Workshop - Personal Insurance Products
* June 12th - Summer Workshop - Outlook Training
* June 12th - Interns Welcome to the ERG Leadership Meeting
* June 17th - Summer Workshop - Cat Modeling
* June 18th - Summer Learning Series - My First Job Panel
* June 19th - Summer Workshop - Capital Management
* June 24th - Summer Workshop - Giving Great Presentations
* June 25th - Summer Workshop - Business Acumen
* June 26th - Summer Workshop - Commercial Insurance Basics
* July 1st - Summer Workshop - Underwriting
* July 3rd - Early Closure!
* July 8th - Summer Learning Series - Intern Alumni Panel
* July 10th - Summer Learning Series - ERG & DEI Council Leaders Panel
* July 15th - Summer Learning Series - Ask the Interns
* July 17th - Summer Learning Series - Themes in Social Good
* July 23rd - Summer Learning Series - Career Readiness with Lisa Bernstein
* July 24th - Summer Workshop - Marketing
* July 29th - Summer Learning Series - Acing Every Interview
* July 30th - Summer Workshops Capstones Part 1
* July 31st - Summer Workshops Capstones Part 2
* August 7th - Summer Learning Series - Celebration Hour!

**Internship Capstone Project**

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**PURPOSE**

Our Capstones challenge interns to think as team-leaders and future CEOs to solve compelling problems facing the business outside of their functional areas of expertise.

**CAPSTONE SHOWCASE**

* In week 9, each team of interns will have 30 minutes to present on a big hairy audacious topic (BHAT)
* Interns learn to plan, budget, understand the collective skills and challenges of the team and will present solutions for real problems facing SageSure and other companies in 2025.
* Audience: Interns, Leadership, Mentors, Managers, People Business Partners and special invitees.

**More Information**

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**For Interns**

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* [People Team Page:](https://sagecentral.sagesure.com/content/page/642dd79dbbb56129d256c95d)A one-stop shop for employees containing company documents, policies, and resources.
* [Employee Handbook](https://insightcatastrophegroup.sharepoint.com/sites/HelpDesk/Shared%20Documents/Forms/AllItems.aspx?id=%2Fsites%2FHelpDesk%2FShared%20Documents%2FPeople%20Team%2FPolicies%20and%20Procedures%2F2025%20Employee%20Handbook%20Full%2Epdf&parent=%2Fsites%2FHelpDesk%2FShared%20Documents%2FPeople%20Team%2FPolicies%20and%20Procedures&p=true&ga=1): Company handbook and policies for employees.
* [**UKG**](http://sagesure.ultipro.com/)**:**UKG will connect you to employee documents, company-wide information, and details a gateway for timekeeping (clocking in and out), payroll information, and about your benefits.
* [**UKG Training Videos and How-to Documents:**](https://icg360.atlassian.net/l/cp/C1YnCMXV)Video guides and step-by-step instructions on some of the common uses of UKG, including time sheet management and requesting time off.

**Week 1 Workshops**

* v[Company Structure Recording](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/EZVe5ND6zAVLu5EDal-oWDABsdbzHLRY1TnwXPjDf1xynw?e=Swcs0Q)
* v[Company Structure Presentation](https://insightcatastrophegroup.sharepoint.com/:b:/s/HelpDesk/Ea2a0PoohQNHuDhVW9OeGFwBmIvlZ_teGkfGECpjv4KrgQ?e=JtNJoq)
* v[Homeowner's Coverage Recording](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/EcVvLb6uXb5Lh5w6eCHq_KsBoWj3DSC8DCklMo-Zv1b8tA?e=L0PbsP)
* v[Homeowner's Coverage Presentation](https://insightcatastrophegroup.sharepoint.com/:b:/s/HelpDesk/EZ4smi5HB8JPolsi5XUf2QAB57xHsG__JucvouVPMFjl_g?e=s1Qulx)
* v[Using PowerPoint to Tell Powerful Stories Recording](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/Eft8roNW099Fibsl3kFfvL8B0aq-JMnvdm0H7LUJU4xaAg?e=sWCbGk)
* v[Using PowerPoint to Tell Powerful Stories Presentation](https://insightcatastrophegroup.sharepoint.com/:b:/s/HelpDesk/EQrpKb_W5lFAi0zXZhV7CW8BbqJQlt1n3yUpF47Lnje2kA?e=aYM19b)

**Week 2 Workshops**

* v[Summer Workshop - Claims](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/EbnpcgC6kOBJl-iFh9S0AdcBDr-k_Cf6uxuH2AIH_p5asA?e=sAGeQZ)
* v[Summer Workshop - Personal Insurance](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/ESHXhWqVMO9GgilTDo_o3F4BusjQECpHoPjslhVXBCsvrQ?e=ciu2lW)
* v[Summer Workshop - Intro to ERGs](https://insightcatastrophegroup.sharepoint.com/:p:/s/HelpDesk/Eb7gmG9ck0xNiHzeDzmWwswB5BiYoWGSzS64X8DeayEHTw?e=qWKACr)
* v[Summer Workshop - Outlook](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/Eah1v2sFFYxJswrtheh06VYBXZF4aW9fDQypK04lIjLZkg?e=lEKfKG)

**Week 3 Workshops**

* v[Summer Workshop - My First Job Panel](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/EWK3VY0M4-RPrA_KkbJ1lzAByEyBycDDvZjtc4tCM4QCRg?e=JfjslD)
* v[Summer Workshop - Capital Management](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/EbZ_aCauKY9Buu9-EJRZRHIB2nWz_8b3_4KhP_tKOL-hvQ?e=J3MPIa)

**Week 5 Workshops**

* v[Summer Workshop - The State of DEI and the Value of ERGs](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/EWcOMYarLgxCmfRvvalFieQBWgkvyWJNGWL7AT5nOLAdqA?e=R1xZNy&nav=eyJyZWZlcnJhbEluZm8iOnsicmVmZXJyYWxBcHAiOiJTdHJlYW1XZWJBcHAiLCJyZWZlcnJhbFZpZXciOiJTaGFyZURpYWxvZy1MaW5rIiwicmVmZXJyYWxBcHBQbGF0Zm9ybSI6IldlYiIsInJlZmVycmFsTW9kZSI6InZpZXcifX0%3D)

**Week 6 Workshops**

* v[TBD](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/ESAqraHB8gNBuQlGdyvUuuoB4ObWAWtnGJpVYN6TzTtn0g?e=mJ8rVC)

**Week 7 Workshops**

* v[Summer Workshop - Ask the Interns](https://insightcatastrophegroup.sharepoint.com/:v:/s/HelpDesk/ESAqraHB8gNBuQlGdyvUuuoB4ObWAWtnGJpVYN6TzTtn0g?e=mJ8rVC)