



KOREAN AMERICAN ACTUARIAL SOCIETY (KAAS)

GENERAL MEETING

September 21, 2012



Agenda

- Review of 2012 KAAS Business
- Upcoming 2012 KAAS Events
- YTD 2012 Financials
- KAAS Mentoring Program Review
- Questions & Answers
- Mingle



Review of 2012 KAAS Activities/Business

- General Meetings (January and May)
- Membership Structure
- Website Launching
 - ✓ <http://www.KoreanActuary.org>
- Mentoring Program
- BBQ Picnic in Bear Mt.
- Mentee Meeting



Upcoming 2012 KAAS Events

- Apple Picking Picnic
 - ✓ Date: [September 29 / October 13]
 - ✓ Location: TBD
 - ✓ You're encouraged to bring your family or significant other
- General Meeting in late November / early December
 - ✓ Enterprise Risk Management
 - ✓ 2013 Business Plan
 - ✓ Mentoring Program Review and Feedback
 - ✓ Featured Speaker (tentative)
- Ski Trip (January 2013)
 - ✓ Tentative, depends on participation rate



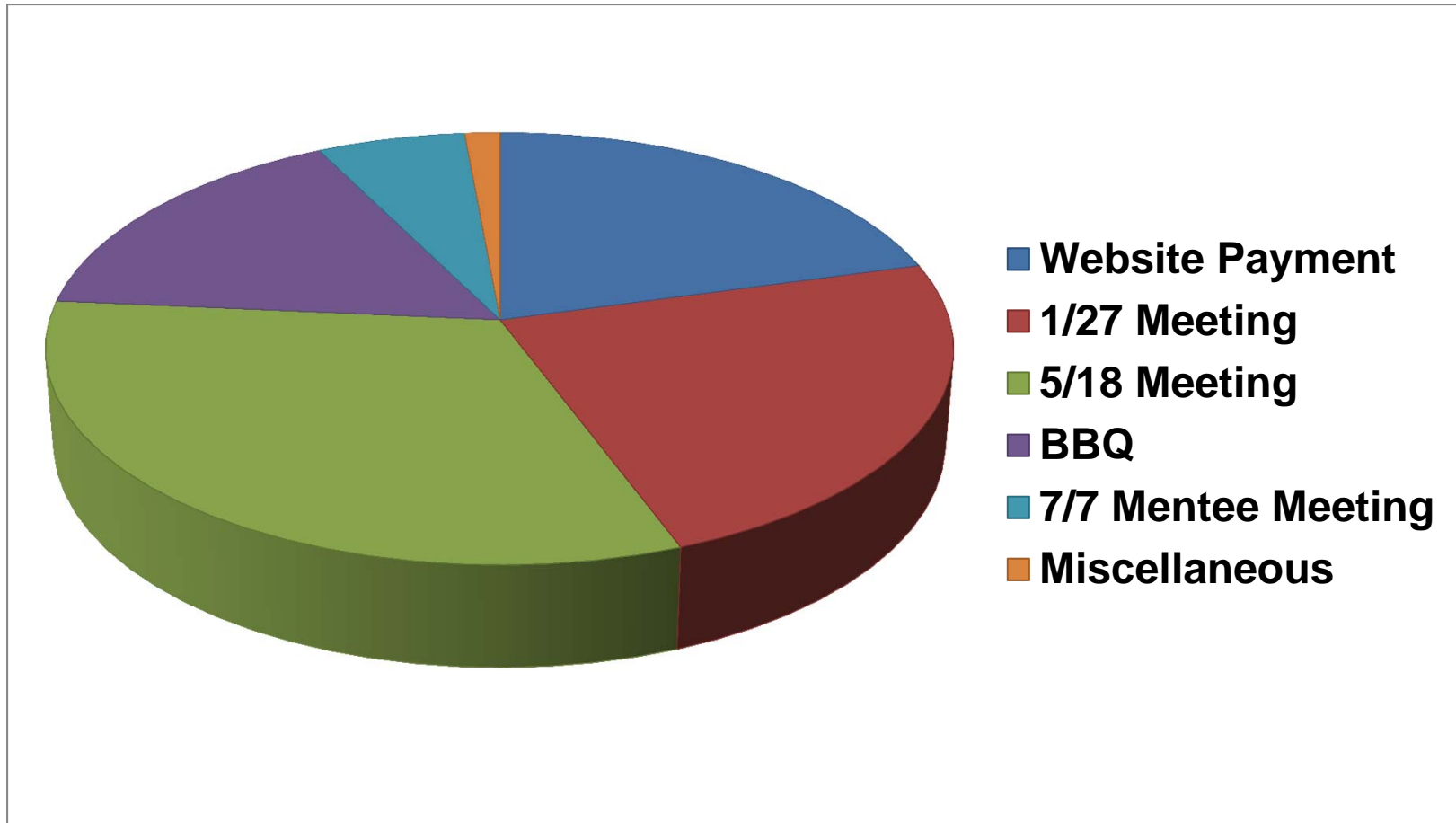
YTD 2012 Financials

- Sources of Income
 - ✓ Membership Dues
 - ✓ Sponsorship
 - ✓ Picnic fees collected
- Expenses
 - ✓ Subsidies provided to members
 - ✓ BBQ picnic preparation (e.g., food, grill, etc.)
 - ✓ Meetings (e.g., general meeting, mentoring meeting)

YTD 2012 Financials (cont'd)

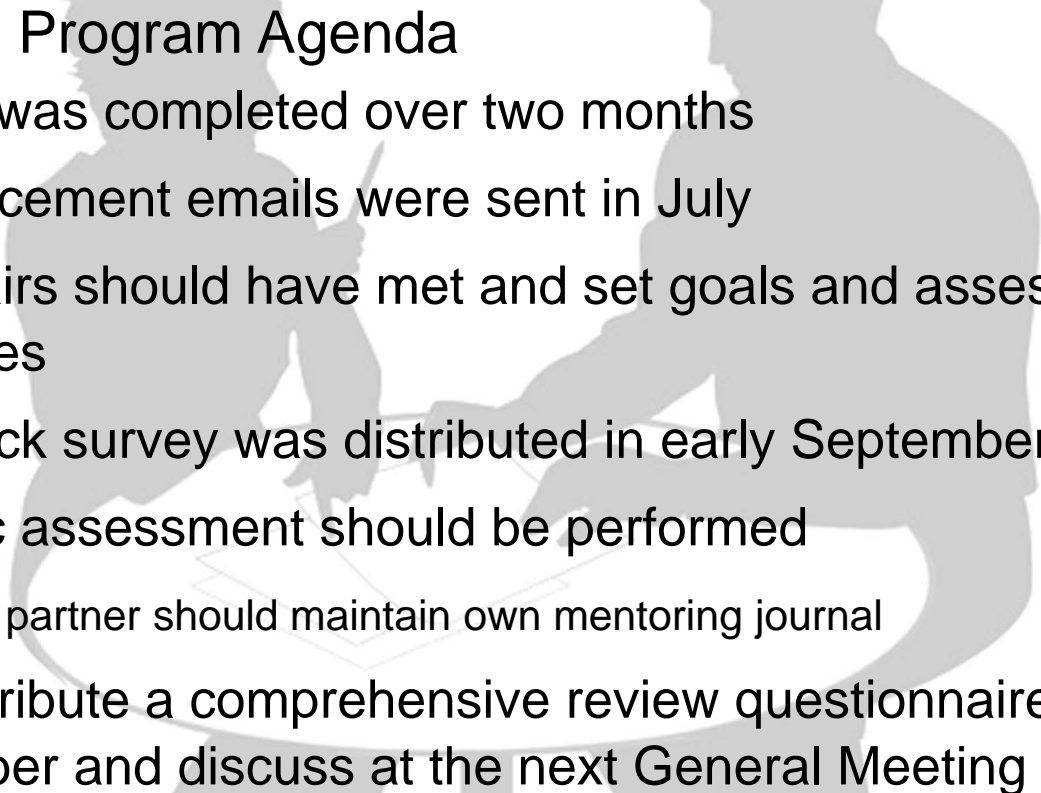
Income	34 Annual Membership Dues Paid		\$5,680
	Fees collected for BBQ Picnic		\$300
	Sponsorship		\$1,600
	Total Income		\$7,580
Expense	Website Payment (first of two installments paid)	\$900	
	1/27 Meeting	\$1,023	
	5/18 Meeting	\$1,395	
	BBQ	\$701	
	7/7 Mentee Meeting	\$260	
	Miscellaneous	\$62	
	Total Expense		(\$4,341)
Net Assets as of 9/21			\$3,239

YTD 2012 Financials (cont'd)



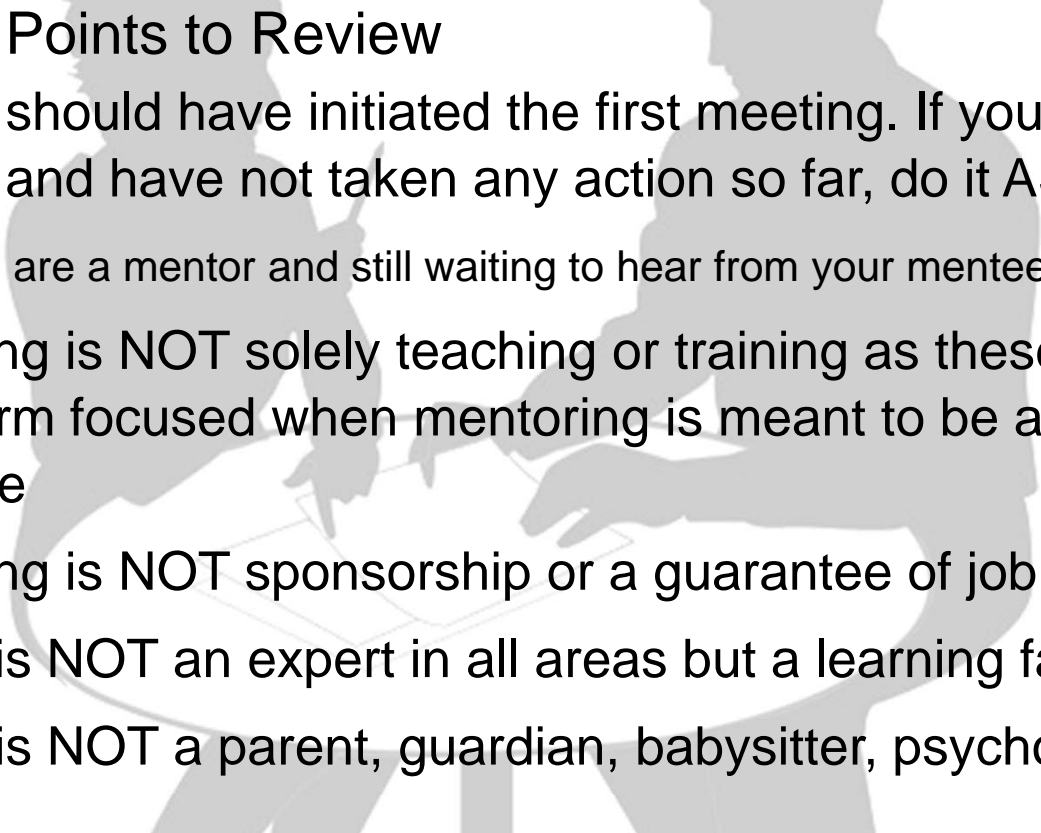


KAAS Mentoring Program

- Mentoring Program Agenda
 - ✓ Pairing was completed over two months
 - ✓ Announcement emails were sent in July
 - ✓ Most pairs should have met and set goals and assessment measures
 - ✓ Feedback survey was distributed in early September
 - ✓ Periodic assessment should be performed
 - Each partner should maintain own mentoring journal
 - ✓ Will distribute a comprehensive review questionnaire in November and discuss at the next General Meeting
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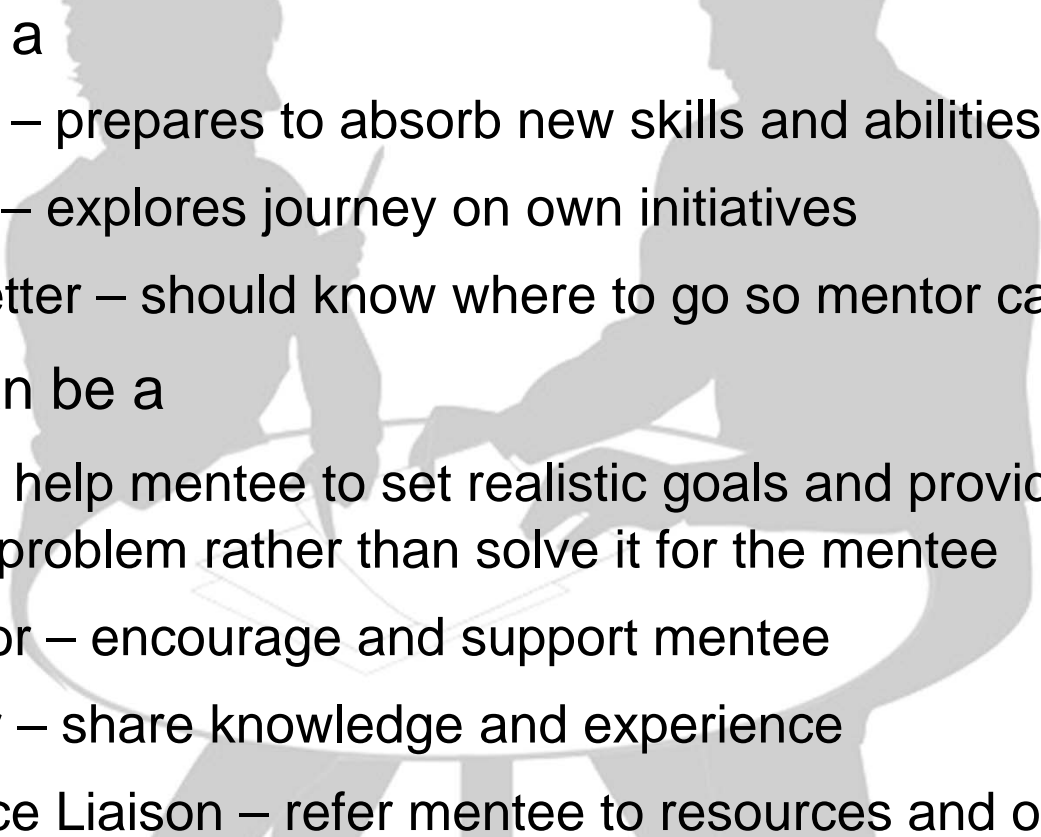
KAAS Mentoring Program (cont'd)

- Important Points to Review
 - ✓ Mentee should have initiated the first meeting. If you are a mentee and have not taken any action so far, do it ASAP!
 - If you are a mentor and still waiting to hear from your mentee, let us know!
 - ✓ Mentoring is NOT solely teaching or training as these are more short-term focused when mentoring is meant to be a long-term influence
 - ✓ Mentoring is NOT sponsorship or a guarantee of job placement
 - ✓ Mentor is NOT an expert in all areas but a learning facilitator
 - ✓ Mentor is NOT a parent, guardian, babysitter, psychologist or boss
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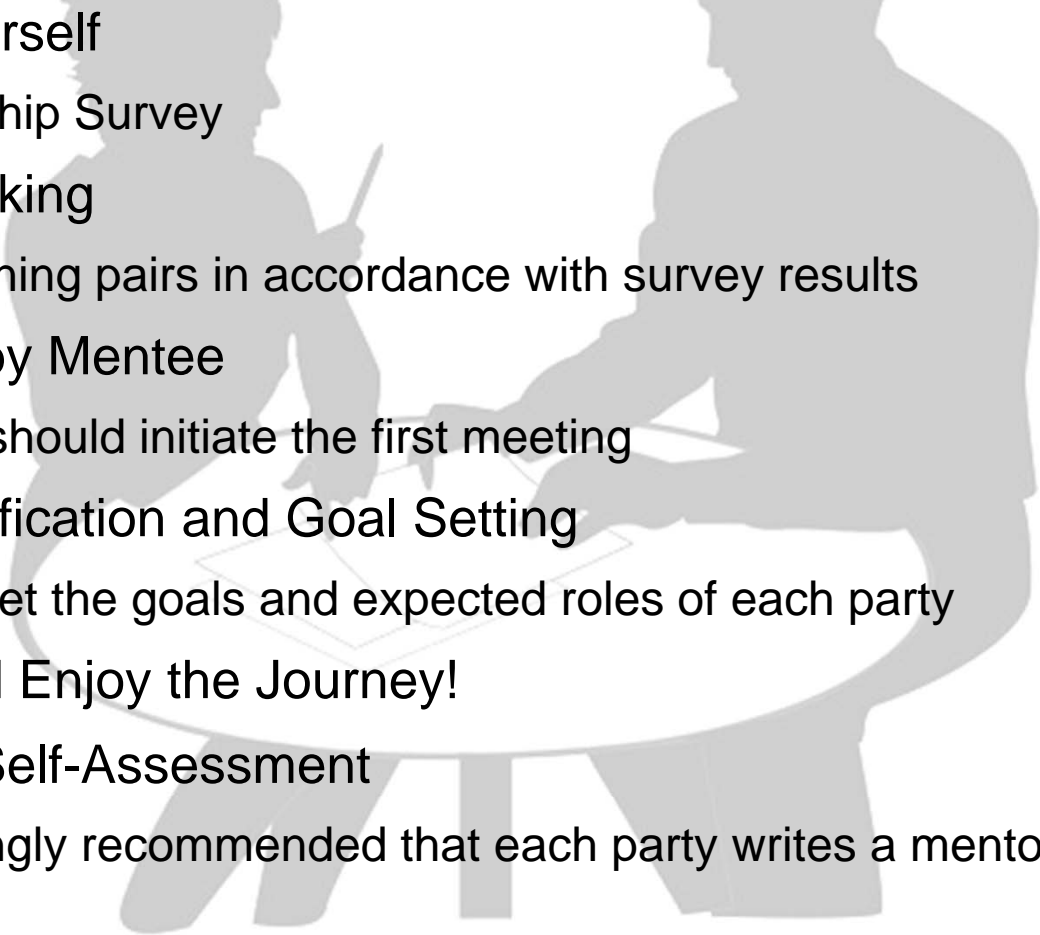


Partnership Roles

- Mentee is a
 - ✓ Learner – prepares to absorb new skills and abilities
 - ✓ Initiator – explores journey on own initiatives
 - ✓ Goal Setter – should know where to go so mentor can help
 - Mentor can be a
 - ✓ Guide – help mentee to set realistic goals and provide means to solve a problem rather than solve it for the mentee
 - ✓ Motivator – encourage and support mentee
 - ✓ Teacher – share knowledge and experience
 - ✓ Resource Liaison – refer mentee to resources and offer options
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Steps of Effective Mentoring

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- 1) Know Yourself
 - Mentorship Survey
 - 2) Match Making
 - Determining pairs in accordance with survey results
 - 3) Initiation by Mentee
 - Mentee should initiate the first meeting
 - 4) Role Clarification and Goal Setting
 - Clearly set the goals and expected roles of each party
 - 5) Begin and Enjoy the Journey!
 - 6) Periodic Self-Assessment
 - It is strongly recommended that each party writes a mentoring journal
 - 7) Closure



KAAS Mentoring Feedback Survey Results

- 19 responses out of total of 30 pairs
 - ✓ Response rate: 43% for mentors, 63% for mentees
 - ✓ Some mentors have multiple mentees so may have answered more than once
- 79% of respondents have contacted or been contacted by their partners
 - ✓ Most have exchanged multiple emails, texts or phone calls
 - ✓ 21% did not establish a contact!
 - ✓ 23% of respondents said mentors contacted first
- 43% of mentors indicated that they need more mentoring guidelines
- 89% of respondents “I’m satisfied with my partner”
 - ✓ But only 79% established a contact...





KAAS Mentoring Feedback Survey Results (cont'd)

- Results indicate that mentors may need more guidelines
 - ✓ Mentees seem to be well educated about their roles and how to move the relationship forward, thanks to mentee meeting
 - ✓ Mentors, on the other hands, are passive and may be less responsive than their mentees desire them to be
 - ✓ Will post mentee meeting slides to the website, and mentor training materials will be distributed upon request
 - Still too early to assess
 - ✓ Will conduct more complete review and discuss at the next General Meeting
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