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Grinnell, IA 50112-0790

June 1, 2018



Dear college graduate:

Congratulations on your graduation!

As you embark on the next chapter, you will have an opportunity to make a difference in and the world and in your own community. What better way to do that than to help people in their time of need? That's what insurance is all about — making people whole after a loss. Insurance is a purpose-driven industry and you could help make a positive impact on people, businesses, and communities around the world.

At Grinnell Mutual, we make a difference not just by serving our policyholders, but also by supporting dozens of different organizations in communities like yours, including local United Ways, Leadership Iowa, and Special Olympics Iowa. Grinnell Mutual employees and the Grinnell Mutual Group Foundation gave over \$630,000 in donations last year and impacted more than 800 lives with blood donations.

This is an exciting time to be joining the insurance industry. In an industry that has long operated without significant disruption, new technologies and ideas — “insurtech” — have quickly emerged to shake things up. Grinnell Mutual recognizes that there are advantages in leveraging insurtech, which is why we've invested in the Des Moines-based Global Insurance Accelerator and Iowa AgriTech Accelerator.

Our mission is to cultivate trusted relationships not only with customers, but with employees. We offer a supportive environment where you are empowered to be your best and where work-life balance is not just a catchphrase. And while you're at work, we're committed to making your time here productive and happy — that's why we offer flexible work schedules, an onsite, free health clinic and wellness center, continuing education, and a full cafeteria with free fruit, salad beverages — and ice cream!

For more information about Grinnell Mutual please contact us at 641-269-8217 or hresources@gmrc.com.

We wish you the best and encourage you to consider an insurance career.

Sincerely,

A handwritten signature in black ink that reads 'Jeff R. Menary'.

Jeff Menary
President and CEO