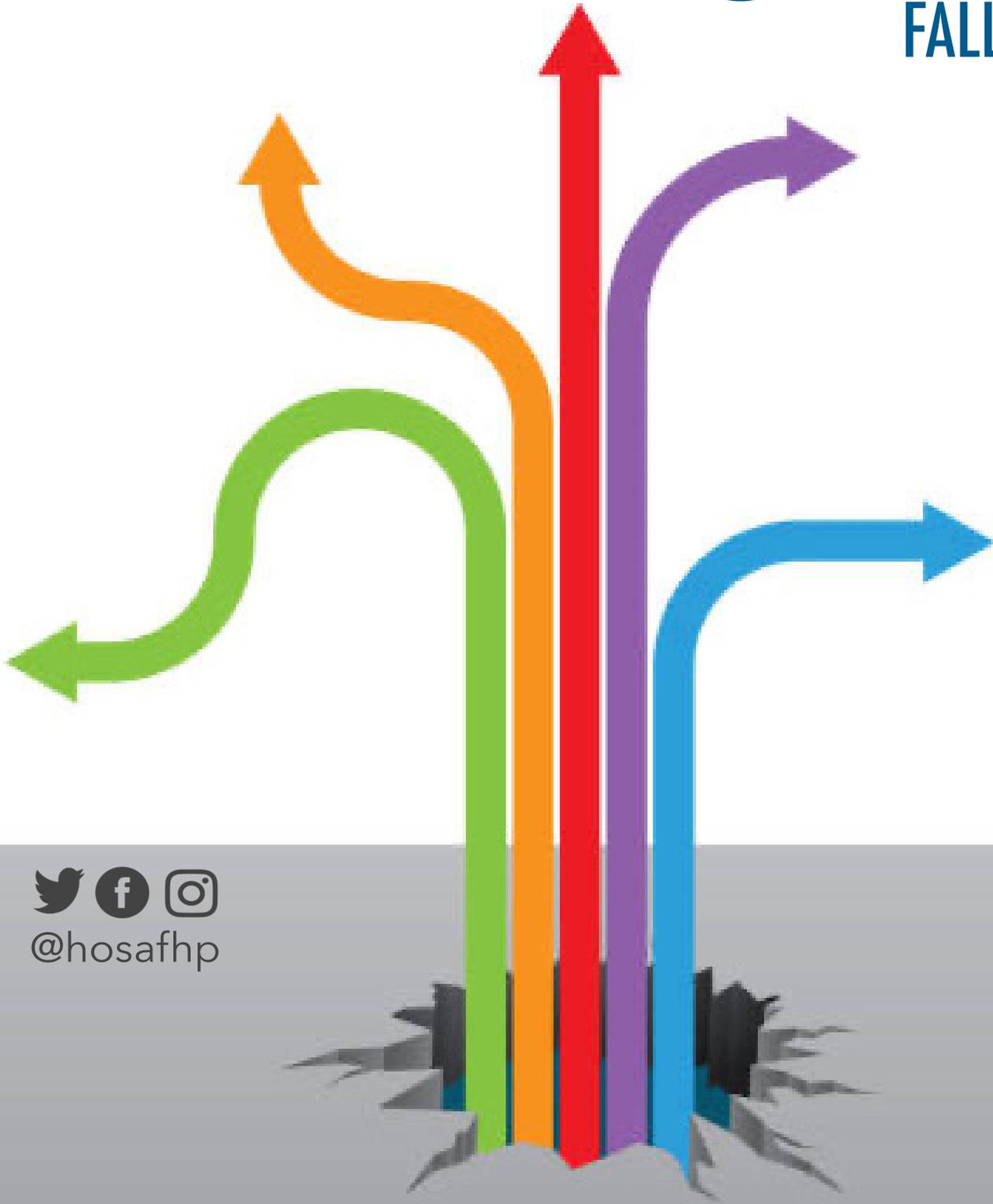


HOSA eMagazine

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@hosafhp

HOSA Breaks
Barriers

The Growth Mindset

Tom Punnen and Mielad Ziaee
International Executive Council Members

“Shatter Your Expectations” takes on a different meaning for everyone. One of these many perspectives is a Psychological Perspective – a critical viewpoint that future health professionals should understand. To fundamentally analyze, we should ask the question: what **is** an “expectation”? Oxford Dictionary defines the term “expectation” as “*a belief that something will happen because it is likely.*” How we see something as ‘likely’ is like seeing the glass as half-empty or as half-filled – it relies on our perceptions, biases, and life experiences. All of this is to say that how we see the world is a significant determinant of thinking and acting.

One topic that is relevant and increasingly studied is “the Growth Mindset.” A significant researcher in this field is Carol Dweck. She noticed two distinct ‘mindsets’ between people: fixed and growth. Those with fixed mindsets saw their situation, personality, intelligence, and behavior as constant. It doesn’t change over time. As a result, they are more likely to give up and even steer clear of any problematic activities. On the other hand, individuals with a growth mindset welcome a challenge – they believe their abilities can expand, and when posed with critique, they accept it.

We face challenges and complex tasks every day. What is important is how we deal with them. When we ‘expect’ ourselves to fail, we, ultimately, run away and lose an opportunity to learn.

Anyone can work to adopt a growth mindset. One action to take is to hold personal reflection. Focus on your progress, not your current result. You should also be open to hearing constructive criticism and taking it as a way to help yourself. Another method to grow your understanding of the growth mindset is to keep up with the published wealth of research. So many fields of Psychology – Positive Psychology, Brain Plasticity – are growing each day. You can even share all this information with your friends to foster an environment of growth and encouragement.

There are many more applications of the Growth Mindset, many of which can genuinely impact your daily life.

As students, we often encounter challenges in our academic lives, whether crafting a complex project or managing a work-life balance. In the face of obstacles, it’s natural to feel pressure – and we know it can be overwhelming at times. However, recognizing our limits and growing from our experiences is the key to *shattering your expectations*.

Imagine this scenario: you have just received your test score - and it is not what you had hoped. Individuals with a fixed mindset do not see room for growth, or rather, do not see the point of putting in extra effort

to try and improve. On the other hand, individuals with a growth mindset know any score – low or high – as an opportunity. By reflecting on the work they put in and changing their approach for the future, these students can reach their goals and continue to set new ones.

The applications of a growth mindset extend well into our lives outside of school as well. A prime example of this is the formation of personal and professional relationships. On one side, a fixed mindset promotes the idea that relationships either work or they don't, in which case, they remain static. On the contrary, a growth mindset defines relationships as evolving, and both individuals grow from each other in the process. Carol Dweck puts it best: "Friendships are places where we have a chance to enhance each other's development and to validate each other." So, whether you are in a school classroom or at a HOSA conference, keep an open mind when meeting new people, and your relationship will flourish.

These two trains of thought portray a journey. In the case of a fixed mindset, one might envision a plateau – a flat landscape with no change in sight. But a growth mindset sees a mountain ahead as a challenging terrain leading to the long-awaited peak providing a view without boundaries.

Which journey will you embark?

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BREAKING AND “SHATTERING” THE GLASS CEILING

Hannah Eckstein and Kartik Tyagi

HOSA-Future Health Professionals is the growing and innovative international organization it is because of its members, advisors, and community stakeholders coming together to support the future of the global health community. In line with HOSA’s theme for the coming year, *Shatter Your Expectations*, we talked with some of the many amazing female and BIPOC HOSA alumni who have contributed to our organization and to health in its entirety – truly breaking and “shattering” the glass ceiling in health and healthcare.

It is a privilege to feature the stories, journeys, and insights of four impactful female HOSA alumni and health leaders: Rahma Mkuu, Ph.D., MPH, CPH, Shayna Mooney, M.D., Nzuekoh Nchinda, M.D., and Sarah Sexton Walters, MSN, APRN, CPNP-AC.

Rahma Mkuu, Ph.D., MPH, CPH is currently an Assistant Research Scientist and faculty member in the College of Medicine at the University of Florida, where she conducts research aiming to ameliorate chronic disease inequities, address cancer prevention, and evaluate Medicaid programs. Dr. Mkuu holds a BS in Health Education from the University of Florida, an MPH from Columbia University, and a Ph.D. in Health Education from Texas A&M University. She served as a member of HOSA’s Executive Council from 2010-2011.

Dr. Mkuu cites her involvement in HOSA-Future Health Professionals as quite pivotal in shaping her experiences, past and present alike. As an immigrant who moved to the United States at the age of fifteen, she knew she wanted to go into the field of healthcare, but was not sure what avenue through which to pursue a health career. Dr. Mkuu shared she was privileged enough to attend a high school with a HOSA chapter, where she was first exposed to HOSA. She says HOSA supported her mindset changing “from *medicine* to *healthcare*,” widening the lens by which she sees healthcare.

In addition to exposing her to the wide array of subspecialties in the field of health, Dr. Mkuu says the promise and value of networking and relationship building was integral within her HOSA experiences, especially through mentorship – be it from her local HOSA advisor, an accomplished nurse, people who work at the local level, to even role models like the Surgeon General of the United States. “It was great to see a vast number of people who I could admire as well as aspire to

be,” she says of mentors and role models within her HOSA experiences; “HOSA was a way for me to form myself – for me to learn about professional development – to prepare me for my life and career as a faculty member – enabling me to contribute to science and to knowledge.” For all HOSA members interested in pursuing a career in health, Dr. Mkuu urges: “talk to as many people as you can. The more people you talk to, the more insights you receive.”

For Dr. Mkuu, the most exciting part of her journey has been assessing the impact of her work. It has been rewarding, she says, to pave a path towards a new direction in research, citing the impactful chronic condition research she pursues in Kenya. “Contributing to new knowledge” in the field of health, Dr. Mkuu says, is an honor and privilege, moving society forward and “giving us all a better understanding” of the conditions that affect us as a society, working towards mitigating health disparities.

Dr. Mkuu's advice to students passionate about pursuing a career in health, based on her personal experiences, is to "explore more in your journey and not be so narrowly minded" in terms of what you study and pursue. A firm believer in that "it takes more than just being specialized – it takes multidisciplinary teams to solve the problems we have," Dr. Mkuu says she encourages high school and undergraduate students to take more diverse electives and coursework, and pursue opportunities they may not traditionally have been involved.



Dr. Shayna Mooney, M.D. is currently a third year Internal Medicine resident physician at Virginia Tech Carilion. She holds a dual degree in Neuroscience and International Studies from East Carolina University (ECU), and an M.D. from the Brody School of Medicine at ECU. Dr. Mooney served on HOSA's Executive Council as Secondary Board Representative from 2010-2011.

Dr. Mooney shared she joined HOSA-Future Health Professionals as a freshman in high school. Later that year, she attended her first National Leadership Conference in Dallas, Texas, and was blown away by the number of incredible individuals she met that had a passion for healthcare and service. Through this experience Dr. Mooney was inspired to take advantage of the numerous opportunities HOSA had to offer, including serving in leadership positions at her local HOSA chapter, serving as North Carolina HOSA's State Vice President, and later as Secondary Board Representative on HOSA's Executive Council.



When asked what excited her most about her current role as a physician, Dr. Mooney shared, "being a physician provides a unique opportunity to combine my interest in medicine with my desire to serve others. It is an immense privilege to care for people during their most vulnerable times... Every patient has a story, which presents an opportunity for continuous learning."

Continuous learning, Dr. Mooney contends, continues to be so very important to this day, in battling the ramifications of the COVID-19 pandemic within patient and health provider spaces. When the pandemic first began, Dr. Mooney recalls having completed around nine months of her intern year of residency, where she was learning to manage a wide variety of pathologies and becoming more confident in medical decision-making. The pandemic, however, quickly changed everything: "we became the frontlines. Shifts became emotionally and physically draining. Changes to hospital policies occurred almost daily. Telemedicine was relied on heavily. I had to adapt, and I learned to become resilient. The pandemic significantly impacted my medical training, however, I have become a stronger physician as a result."

Dr. Mooney shares with HOSA members, "there is no linear path to achieving your goals, and you should pursue various interests before you find your true calling. Take advantage of every opportunity even if it is something outside of your comfort zone. You never know what life-enriching experiences await you." Reflecting on her HOSA experiences, Dr. Mooney shares "HOSA helped manifest my love for serving the community, and I am grateful every day for the opportunities this incredible organization has provided to help achieve my goals."

Nzuekoh Nchinda, M.D. is currently a second-year general surgery resident at the University of Washington. Dr. Nchinda was born in Cameroon and moved to the United States around the age of five. Growing up in Wisconsin, Dr. Nchinda's love of medicine started at a young age, and HOSA at Oak Creek High School was the perfect avenue to express that love. She joined HOSA as a freshman, and by the time she graduated, she was serving on the Executive Council. After high school, Dr. Nchinda studied chemistry and global health and health policy at Harvard University; at the time, she wanted to go into public health and infectious disease. She spent two years at the Reagan Institute, researching HIV immunology, before attending medical school at the University of Chicago. Dr. Nchinda discovered her love for surgery there, and she is now considering careers in academic surgery or pediatric surgery. Going above and beyond typical residency, Dr. Nchinda is a categorical research resident: her tenure as a resident will consist of five clinical years and two research years.



When describing her time in HOSA, one word kept coming up: service. Dr. Nchinda remarked one of the characteristics she has long admired about HOSA is its continued dedication to service. Before holding office on the Executive Council, Dr. Nchinda was given the role of coordinating service for her state as a state officer. Because of this role and its lasting effects on others, Dr. Nchinda now has a deep regard for service and using the skills she in part gained from HOSA in her later life as a physician.

Additionally, Dr. Nchinda noted much of her early successes, including those in her HOSA journey, can be credited to her local advisor. She said the biggest privilege in life is finding someone who genuinely wants to see you succeed, and her local advisor fit that role. Whether a parent, a teacher, or a peer, she implores HOSA members to find someone who wants to see you become the best version of yourself, is always in your corner, and really believes in you and your ideas, no matter the scale.

With such an impressive resume and heavy workload, Dr. Nchinda describes one central idea that keeps her going through the most difficult times. "You remind yourself that at the end of the day you're learning things to make other people's lives better," she advises. Throughout medical school and her residency, Dr. Nchinda says this mantra pushes her to continue mastery of all her subjects and research.

Dr. Nchinda offers several words of advice for HOSA members. She greatly encourages students to "be bold and ask questions" because you will never know what answer you could get if you do not ask. She also urges everyone to find their "why," or the reason you push through challenges. Without a why, it is easy to fall behind and give up. Finally, she requests all HOSA members ask themselves this question: "Why not you?" HOSA members have the power and ability to shatter all expectations, so why not try?

Sarah S. Walters, MSN, APRN, CPNP-AC is a nurse practitioner for Pediatric otolaryngology and head-neck surgery at Vanderbilt Children’s Hospital, as well a member of the clinical team on Vanderbilt’s complex aerodigestive evaluation team. She also serves as Secretary of the HOSA, Inc. Board of Directors. Previously, she served as a member of HOSA’s Executive Council. As a freshman in college, Sarah was not sure in what field she wanted to pursue a career – all she knew was she had a passion for science and compassion for others. She made the decision to pursue nursing during her sophomore year because she was eager to start hands-on clinical experiences. After receiving a Bachelor’s degree and graduating from nursing school, Sarah began her nursing career in the pediatric ICU, later focusing on pediatric cardiology. After four years, she made the decision to continue her education, and completed her Master’s Degree at Vanderbilt University’s School of Nursing. Soon after graduation, she gained a deep interest in the anatomy of the airway. Because of that interest, deep swallowing and airway are her primary specialties in terms of both research and quality management.

In high school, Sarah admits she was a shy kid and was naturally hesitant on taking opportunities and leadership positions. Additionally, her school offered little to no ways to break out of her shell. However, Sarah’s local HOSA advisor saw her potential and cultivated experiences to foster her fondness of healthcare. At a regional conference, she was inspired by the leadership and skills of state officers, and, with the encouragement of her local advisor, ran for state office and was elected. She shared her time as a national officer opened many doors. “I remember traveling to DC...before WLA,” she said. “We were officially starting some of those health policy conversations and seeing those decisions that are really bigger than just myself as an individual and how we can change healthcare.”

After sharing her story, Sarah gave some thoughtful insight for students who are not quite sure what career they want to pursue. She encourages HOSA members to research local opportunities, to reach out to teachers and health professionals alike, and to verbalize their goals, no matter the magnitude or size. Beyond that, Sarah recommends having fun. There will be challenges, whether personal or academic, and enjoying yourself is the key to overcoming those challenges. Sarah’s final words of advice were “as leaders – as professionals – it’s important to have fun. It’s a great process, learning about yourself and getting to network and interact with others. Take advantage of what is out there and have fun.”

These outstanding alumni – Dr. Rahma Mkuu, Dr. Shayna Mooney, Dr. Nzuekoh Nchinda, and Sarah Sexton Walters – exemplify HOSA’s impact in empowering members across the globe to become leaders in the global health community. Additionally, they bring light to the importance and impact of female and BIPOC-identifying voices in ensuring a more equitable and inclusive outlook for the field of health – regardless of age, sex, gender, race, ethnicity, sexual orientation, or socioeconomic status. It becomes clear: HOSA is the future of a bold, transformative, modern field of healthcare.



Telemedicine

A Bridge into the Future

Angelina Yu and Akash Kotian
International Executive Council Members

For many, healthcare and technology are unique industries—each has its quirks and represents seemingly different sectors of society. Yet, upon further analysis, reality reveals the two are deeply intertwined. From the first microscopes to Artificial Intelligence, there is a clear need for health and technology to intersect. Technology has long assisted healthcare in its journey to provide equitable care, and healthcare has been the driving force behind many technological innovations that define modern science.

Once regarded as a futuristic fantasy, telemedicine has become synonymous with the future of healthcare. But, one may be wondering, what exactly is telemedicine? Defined by the Centers for Disease Control and Prevention (CDC), telemedicine is “the use of electronic information and telecommunication technology to get the health care you need.” This definition may seem broad, but it reflects the diverse ways technology integrates into care. From surgeons to family practitioners, each specialty within healthcare itself has had to adapt to this new approach to medicine. Many professionals have had to acquire skills they never once considered earlier in their careers. In similar ways, the way we currently approach doctors’ appointments is also vastly different from five, ten, and fifteen years ago. These differences are subtle yet have made a profound impact on how patients receive and search for care. Have you ever called ahead to change or make a doctor’s appointment? Have you used email to send or receive relevant medical documents or images? Have you checked your COVID test results using a website or app? What about faxing school immunization requirements and forms?

These are all examples of telemedicine and its extensive uses in modern medicine! Now, when you consider the various technologies involved in just your annual checkup, what else comes to mind?

There are infinite possibilities, and more continue to emerge as the world evolves. The beauty in this partnership between health and technology is that it can adapt to whatever the world needs. When a new problem arises, professionals in both fields can respond quickly and efficiently. Perhaps best demonstrated in the past year, telemedicine became a critical way to reduce the spread of COVID-19 while maintaining the health of global populations.

COVID-19 disrupted healthcare systems around the world. The standard face-to-face delivery of healthcare from provider to patient became seemingly impossible in the face of the pandemic. Social distancing, self-isolation, and travel restrictions minimized person-to-person contact and reduced the transmission of COVID-19 among daily social activities. Still, patient care could not suddenly come to a halt, especially for older adults and those with underlying diseases that require daily care. Thus, telemedicine was the innovative solution to resolve this issue. The merging of technology and video conferencing with healthcare became a basic need for the general population throughout the pandemic. It enables all patients, including those in self-isolation, to connect with their healthcare provider in real-time with no risk to the physician and easy access for the patient. Telemedicine has effectively become an essential tool in battling the COVID-19 pandemic.

As future health professionals, it is of utmost importance we continuously learn about developments in science and healthcare. Telemedicine and telehealth will continue to connect healthcare professionals with patients from more rural areas or of lower socioeconomic status—slowly bridging the gap in healthcare inequality.

HOSA Executive Interview Series

The International Executive Council conducts executive interviews and shares the information and insights in video interviews. Those interested in Telehealth and Telemedicine will benefit from the interview with James Roxburgh, MPA, Chief Executive Officer, Telehealth at Banner Health. Use this link to view a valuable interview:

<https://vimeo.com/564776305/95abea80cc>

Sources:

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HEALTH PROFESSIONS WEEK NOVEMBER 4-11, 2021

Sricharan Pusala and Alekhya Kondrungta
International Executive Council Members

Why a career in healthcare?

Healthcare is an ever-changing system supporting the well-being of a population utilizing comprehensive care and patient education through a system that prioritizes active prevention, early diagnosis, effective and compassionate treatment paired with systematic post-care rehabilitation.

Individuals in healthcare exemplify a lifestyle of service, compassion, and commitment to continually improve the scope of healthcare while healing the world with their knowledge. *Future Health Professionals*—it's not a job, it's a calling that can only be answered with insurmountable drive. Individuals who share the vision in making an impact in patient's lives are the heroes healthcare needs! Healthcare holds the most lucrative careers in the entire labor market year after year. Paired with countless opportunities to make a difference and save lives, healthcare also has some of the most gratifying careers in the world.

Health Professions Week - HPW

Healthcare is extremely broad and encompasses a wide range of career paths. It can be difficult to understand the intricacies and specifics of each career, requirements, and opportunities available to make an impact. A great way to navigate health careers is through Health Professions Week (HPW) Virtual career exploration fair. It is the perfect opportunity to answer many of your healthcare career questions. This week-long event brings to you over 20 health professions - an opportunity you do not want to miss!



Participating Professions:



Schedule of Events

There are many exciting and enriching events to participate in during the Health Professions Week. HPW will host *live* webinars and panel discussions with professionals from a variety of health backgrounds and specialties. Included is also Self-Care Sunday, Financial Literacy Day, and a Virtual Career Fair – all from the comfort of home!

The HPW Virtual Fair allows HOSA members to ask questions and gain insight into healthcare career paths of interest. This range of professionals offering their experiences is a unique opportunity for HOSA members.

Awards/Prizes

All secondary and postsecondary/collegiate HOSA members are eligible to win prizes at the 2021 Health Professions Week!

Just by registering and attending the free events, as well as completing the event survey, HOSA members can receive one of five \$200 Amazon gift cards. To further study for standardized exams and classes, HPW will also give away 5 sets of Kaplan Subject Review Books.

Students are not the only ones available for awards; teachers can also receive a \$100 gift card after sharing HPW content in their classrooms. Educators must register as well and can participate in the “live” virtual events with their students. Many Health Professions Week materials will also be available to use for the following months and semester.

Be sure to check out Health Professions Week 2021: November 4-11!

All members can register at [here](#).

Learn more at <https://www.careereco.com/events/hpw!>

ENDING BLOOD CANCER STARTS WITH US

TOGETHER WE CAN MAKE A LIFE-SAVING IMPACT

As the global leader in bone marrow transplantation, Be The Match® helps blood cancer patients find their donor match—and delivers their cure from across the world. But thousands each year are still searching for their match. They depend on Be The Match and supporters like HOSA to overcome the odds.

We are proud to partner with HOSA in recruiting new donors to the Be The Match Registry® and raising funds to help more patients get a second chance at life.

**Since 2020:
HOSA has recruited
167 new members to
the registry, added
more than 30 to the
Under-18 Pre-Registry
and raised more
than \$120,000.**



PATIENTS ARE COUNTING ON US

You can help more patients find their life-saving donor. Scan with your phone or visit BeTheMatchHOSA.org to learn how to get involved.



Keila, marrow transplant recipient (left), with Odalis, her donor and HOSA Alumni.

CAPE DAY 2021

Chapel Hill High School HOSA honors the brave heroes at Children's Healthcare of Atlanta (CHOA) battling an injury or illness by wearing capes on the annual Cape Day on October 15, 2021. CHHS raised over \$2,500 and came in second place in Georgia Cape Day Fundraising. They want to thank all who supported and donated for this cause, and they hope to make this an annual event within the Douglas County School System.



Children'sSM
Healthcare of Atlanta

Highlights from Washington DC 2021 Washington Leadership Academy

By Sricharan Pusala and Kartik Tyagi

At HOSA's 15th Annual Washington Leadership Academy (WLA), leaders from across the world gathered under a veil of collective belonging as they strived to *shatter all expectations*.

In an unparalleled period of 17 months marred by isolation and uncertainty, it was exciting to see HOSA state and local leaders come together in person at the United States Capitol for HOSA's first in-person conference in over a year. The experience of WLA was seen through interactive leadership sessions and dynamic workshops, propelling state and local leaders to take insights gained and apply them to their chartered associations.

As it relates to the "strengths-based leadership" focus of this year's WLA, it was refreshing to see such an enriching experience come to life through your Executive Council, leadership coach Jennifer McNelly, and esteemed panelists from all walks of healthcare. WLA went beyond general leadership sessions this year, focusing on self-discovery, connection, and relationship-building to cater to each individual's leadership development by incorporating the Gallup CliftonStrengths Assessment before the conference. The conference focused on understanding and implementing a strengths-based leadership style, enabling state and local leaders to take insights gained and apply them within their chartered associations and local chapters. The implementation of several networking opportunities with HOSA leaders from across the world and innovative activities paved the way for an inspiring and insightful WLA experience.



Meet your International Executive Council!



Although he forgot his cowboy boots and *saddles*, he's here with his huge smile and *sandals*, bringing his love of the Ukulele, Service, and Health *Law*, please give a Texas-sized "*Yee-Haw*" to your Secondary Board Representative, Mielad Ziaee!

From the state with the NFL Hall of Fame and the second-largest Oktoberfest celebration in the world, she loves soup and tofu, and anything that doesn't go MOOOOO; please extend a warm welcome to your Postsecondary/Collegiate Board Representative, from the healthy state of Ohio, Alekhya Kondragunta!



From the state where it is illegal to fill up your own gas and people drive kinda fast, He loves to dance, wants to travel to France, and never leaves leg day to chance, a proud New Jerseyan, it's your Postsecondary/Collegiate Vice President, Akash Kotian!



Hailing from the state where Dr. Pepper was invented and Whataburger was born, he's your friendly neighborhood Marvel enthusiast, an active biker on his local trails, and cellist who loves all music genres. Join me in welcoming this *lone star*, your Western Region Vice President, Tom Punnen!





From the state of the sunflower, the girl who loves to empower. Her chosen specialty is fertility, and like the Wizard of Oz, she's our Dorothy. I'd like to introduce the Taylor Swift listening, iced coffee drinking, watermelon loving, Central Region Vice President, Hannah Eckstein!

Here from the state that brought you King da Ka and The Jersey Shore, she's always ready to lend a helping hand and grab a cup of coffee. Your local pen pal enthusiast and Eastern Region Vice President, Angelina Yu!



From the birthplace of aviation, Krispy Kreme donuts, and pork barbeque, meet the avid UNC basketball enthusiast and *vegetarian* himself, from the Tar Heel State of North Carolina, your President-Elect, Kartik Tyagi!

And now, from the home of world class beach resorts, crazy news headlines, and the largest number of invasive species, boasting our clinical researcher by day and dance coach by night, please welcome – a 20-year-old Florida man – your HOSA International President – Sricharan Pusala!



Message from your President:

HEY HOSA! Your International Executive Council is excited and eager to maximize your HOSA experience this year. The team is working diligently on multiple projects, keeping you at the center of our mission. We encourage you to keep up to date with our social media @HOSAFHP and email blasts. We have **A LOT** of opportunities for all HOSA members to take advantage of throughout the year, and especially at the 2022 International Leadership Conference in Nashville, TN! We hope to see you—the next generation of health professionals—there!

IT'S ALL ABOUT WHO YOU KNOW

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