



**CALIFORNIA DEPARTMENT OF INSURANCE
2014 GOVERNING BOARD DIVERSITY SURVEY**

Report Type: **Individual**

Group / NAIC Code: **22667**

Group / Company Name: **ACE American Insurance Company**

1. Please provide the name of the public, U.S. - based Board of Directors that represents the ultimate controlling party of the insurance group:

The US-based insurer that we are reporting on is ACE American Insurance Company, and its board is the Board of Directors of ACE American Insurance Company.

2. How many people:

a) Serve on this Board of Directors? **15**

b) Of those in "a)", how many identify as:

i. Women **0**

ii. Men **15**

c) Of those in "a)", how many:

i. Are Disabled Veterans? **0**

ii. Publicly Identify as LGBT (Lesbian, Gay, Bisexual, and / or Transgender)? **0**

d) Of those in "a)", how many identify as:

i. American Indian? **0**

v. Multi-Ethnic? **0**

ii. African American? **0**

vi. Caucasian? **15**

iii. Asian Pacific Islander? **0**

vii. Other? **0**

iv. Hispanic / Latino? **0**

3. Of the board members identified in "b) i; c) i-ii, and d) i-v", how many:

a) Currently serve as an officer of the corporation? **0**

b) List of all positions currently held by these board members (i.e. chair, vice chair, secretary).

NA

c) Currently serve as an chair of a board committee? **0**

d) List of all committees currently chaired by these board members (i.e. nomination committee, governance committee).

NA

4. Do governing board members serve under term limits? **NO**

If yes, description of the term limits (including the number of years per term and if there is a maximum number of terms one can serve on the board).

If no, the average number of years served by the current governing board: **1**

5. Is diversity one of the attributes within the formal evaluation criteria by the nomination committee and by the board when considering prospective board members? **YES**

6. Does the mission statement of the governing board and / or any of its committees include the goal of increasing and / or improving diversity amongst its governing board members? **YES**

If yes, indicate where this language can be found (including mission statement language).

ACE is fundamentally committed to the creation of an inclusive, respectful and equitable workplace. Through our policies and practices for recruitment, development, retention and promotion, we seek a diverse workforce that is effective in our markets and communities and takes full advantage of the wide range of experiences and backgrounds provided. We view diversity as a key business driver that enables us to attract and retain the best talent, thereby enabling our high performance in any location.

7. Does your group actively engage in outreach efforts to diversify your board? **YES**
This can include ongoing outreach efforts, as well as outreach efforts as vacancies arise.

If yes, share the outreach efforts your company engages in to diversify your governing board.

As indicated by the Mission Statement set forth above, ACE believes in an inclusive culture because it is who ACE is as a company. To this end, ACE has engaged in a number of initiatives in support of building and fostering this culture.1. ACE regularly looks at its representation on its ACE Limited (public) Board of Directors and, in fact, ACE recently added a second female director, to bring the diversity of the ACE Limited Board to two women and one Hispanic directors. 2. ACE has appointed a Chief Culture Officer whose responsibility is to ensure a consistent ACE culture worldwide - this includes ensuring that new ACE employees and existing ACE employees are educated as to the standards by which ACE conducts itself worldwide and the standards to which ACE holds its employees accountable. The Chief Culture Officer updates the ACE Limited Board of Directors as to activities and objectives to ensure alignment.3. ACE has launched an education program - sponsored by ACE's Chairman and executed on by the Chief Culture Officer - to inform its employees as to what it means to be inclusive and why it is a critical attribute of the ACE culture. In fact, inclusiveness education is so important to ACE that the program rollout began at the top of the organization. 4. Led by the ACE Chief Culture Officer, a Culture Council has been developed and is both multicultural as well as gender-diverse. The Culture Council champions the ACE culture and is responsible for supporting the activities of the Chief Culture Officer, including those that foster inclusiveness.5. Over seven years ago, the ACE Women's Forum (AWF) was established, with the sponsorship of the Chairman of ACE Limited, to recognize and foster the talent of women within ACE and to provide a robust networking and mentoring platform. The AWF provides outreach to the community across North America and Europe. As a final note, ACE's Combined Insurance group recently announced that it set a new military veteran hiring record, with 870 new veteran hires for 2013, a gain of more than 60% over 2012.

8. Additional comments:

Question 4 Additional Note: Board members are elected annually.