



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

Report Type: **Individual**

Group / NAIC Code: **62626**

Group / Company Name: **CMFG Life 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:

**CUNA Mutual Holding Company ("CMHC")**

2. How many people:

a) Serve on this Board of Directors? **11**

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

i. Women **3**

ii. Men **8**

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? **1**

vi. Caucasian? **10**

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? **3**

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

**Chairman, Vice Chairman, President & Chief Executive Officer**

c) Currently serve as an chair of a board committee? **4**

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

**Audit Committee, Compensation Committee, Governance Committee, Investment and Capital Committee**

4. Do governing board members serve under term limits? **YES**

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).

**The Board of Directors shall be divided into three classes, designated Classes I, II and III, which shall be as nearly equal numerically as possible. Directors of Class I shall be elected to hold office for a term expiring at the annual meeting of Members to be held in 2012, directors of Class II shall be elected to hold office for a term expiring at the annual meeting of Members to be held in 2013 and directors of Class III shall be elected to hold office for a term expiring at the annual meeting of Members to be held in 2014. At each succeeding annual meeting of Members following such initial classification and election, the respective successors of each class shall be elected for three (3)-year terms.**

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

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).

**An excerpt from the CMHC Governance Committee Charter effective as of January 31, 2012. (Section C7c)Recommending candidates for standing committee membership and committee chair roles. In addition to the criteria contained in Exhibit B, in making its recommendations, the Committee will take into consideration various factors, including: (i) balancing the benefits derived from continuity against the benefits derived from the diversity of experience and viewpoints of the various directors which may result from the rotation of committee members and/or chair; (ii) subject matter expertise; (iii) tenure; and (iv) the preferences of individual Board members.The Governance Committee is governed by its charter and does not have a mission statement.**

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.

**In recruiting new candidates consideration is given to a variety of skill set needs of the Board, including a consideration of the diverse background and experience and we will identify candidate profiles for recruitment based on that assessment.**

8. Additional comments: