



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

Report Type: **Individual**

Group / NAIC Code: **15539**

Group / Company Name: **CSAA Insurance Exchange**

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

CSAA Insurance Exchange Board of Directors

2. How many people:

a) Serve on this Board of Directors? **13**

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

i. Women **4**

ii. Men **9**

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

i. Are Disabled Veterans? **1**

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? **2**

vi. Caucasian? **11**

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? **1**

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

Chief Executive Officer/President

c) Currently serve as an chair of a board committee? **1**

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

Chair of Compensation & Governance/Nominating 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).

3 year terms with a maximum of 3 consecutive 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?

NO

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

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.

The Board engages in outreach efforts to enhance its diversity both on an ongoing basis and in connection with vacancies. When filling a vacancy, the Board expressly incorporates diversity criteria in its candidate identification and evaluation process (whether using a Board recruiter or using less formal recruiting means). In connection with certain vacancies, diversity considerations – based on the then-current composition and needs of the Board – have been given heightened priority and inform outreach efforts to qualified, diverse candidates. A number of Board members are active, on an ongoing basis, in diversity outreach through their business and professional networks and through leadership opportunities with organizations promoting diversity (including, for example, Catalyst). Additionally, certain Board members speak on diversity related topics at leading director colleges and other events.

8. Additional comments: