



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

Report Type: **Individual**

Group / NAIC Code: **20117**

Group / Company Name: **California Casualty Indemnity 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:

The Advisory Board of the California Casualty Indemnity Exchange

2. How many people:

a) Serve on this Board of Directors? **17**

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

i. Women **8**

ii. Men **9**

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? **16**

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).

Vice Chair

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).

Contributions Committee

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).

While there are no term limits as such, Board members cannot serve as active members once they turn age 72.

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? **NO**

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.

California Casualty is a company that offers homeowners and auto insurance to people who serve others (for example teachers/professors, nurses, public safety officers, firefighters). Despite its name, we operate in 43 states plus the District of Columbia. The Board includes members who were proposed by their affinity groups and other members who came to us as a result of their expertise. We look for people who can help build the company in areas where a relatively small insurer can benefit. That includes expertise in insurance, finance, investments and affinity marketing. At the same time, the Board tries to search broadly for qualified candidates using traditional and non-traditional networks including our affinity organizations and through other contacts in the industry and beyond.

8. Additional comments:

Of the voting members of the board, a majority are now female.