



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

Report Type: **Group**

Group / NAIC Code: **65**

Group / Company Name: **Factory Mutual Insurance Company and its Affiliates**

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 Board of Directors of Factory Mutual Insurance Company (a mutual insurance company, not publicly traded.)

2. How many people:

a) Serve on this Board of Directors? **12**

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

i. Women **2**

ii. Men **10**

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? **1**

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).

1. Chairman & CEO

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).

Executive 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).

Directors must be officers of policyholder companies. They are elected in classes of 3 year terms, but there are no term limits..]

If no, the average number of years served by the current governing board: **8**

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).

[Redacted]

7. Does your group actively engage in outreach efforts to diversify your board? **NO**
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.

[Redacted]

8. Additional comments:

The Company recruits and selects board members from its policyholders. In the recruitment and selection of directors, the Company maintains a focus on board diversity.

9. List of companies in the group that meet the \$100 million threshold:

Company Name	Company NAIC Number
Factory Mutual Insurance Company	21482
Affiliated FM Insurance Company	10014
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]

