



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

Report Type: **Group**

Group / NAIC Code: **904**

Group / Company Name: **John Hancock**

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

JHUSA's ultimate parent is Manulife Financial Corporation ("MFC"), a Canadian domiciled, publicly traded company. While MFC is not a US-based entity, the responses below are being provided voluntarily and additional information can be found in MFC Proxy Circular at http://manulife.com/public/files/202/1/mfc_proxycircular2013.pdf

2. How many people:

a) Serve on this Board of Directors? **14**

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

i. Women **4**

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? **0**

vi. Caucasian? **13**

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).

Chair of Audit Committee

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).

Audit 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).

Independent directors will not be nominated for reelection at an annual meeting after reaching 12 years of service on the Board. To enable the transition from a mandatory retirement age to term limits, independent directors who, as of the date of the Meeting, have reached at least 12 years of service but have not reached the age of 72 may be recommended for re-election for additional one-year terms for up to five years. For other independent directors, in exceptional circumstances, the Board also has the discretion to recommend them for re-election for additional one-year terms for up to three years following the expiry of the initial 12-year term.

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).

http://manulife.com/public/files/202/1/mfc_proxycircular2013.pdf (Page 9, 10, 73)

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.

http://manulife.com/public/files/202/1/mfc_proxycircular2013.pdf (Page 9, 10, 73)

8. Additional comments:

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

Company Name	Company NAIC Number
John Hancock Life Insurance Company (U.S.A)	65838
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