



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

Report Type: **Group**

Group / NAIC Code: **60053**

Group / Company Name: **Kaiser Permanente 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:

Kaiser Foundation Health Plan, Inc. ("KFHP")

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? **3**

vi. Caucasian? **8**

iii. Asian Pacific Islander? **1**

vii. Other? **0**

iv. Hispanic / Latino? **2**

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? **2**

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

1. Director, Chairman of the Board, Chief Executive Officer, President 2. Director, Senior Vice President and Chief Compliance Officer

c) Currently serve as an chair of a board committee? **3**

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

Community Benefit Committee Executive Committee Governance, Accountability and 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. There is no limitation of the number of terms that a Director may serve, but a Director's term ends December 31 of the year a Director attains age 70, unless the Chairman of the Board requests the Director remain on the Board for an interim transition period of up to 12 months.

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).

[Corporate Governance Guidelines] SECTION 2.i, Director Qualification Standards: In connection with the selection and nomination process, the Governance, Accountability and Nominating Committee shall review the desired experience, mix of skills, availability and willingness to meet time demands and other qualities to assure appropriate Board Composition, taking into account the current Board members and the specific needs of Health Plan and Hospitals and the Board. The Governance, Accountability and Nominating Committee will generally look for individuals who have displayed high ethical standards, integrity, business judgment, understanding of good governance and management principles, familiarity with financial management and reporting, health care and the health care industry, and such other factors as the Governance, Accountability and Nominating Committee concludes are pertinent in light of the Board's needs. The Board believes that its membership should reflect a diversity of experience, gender, race, ethnicity and age.

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.

KFHP regularly monitors the diversity of its Board, and, as vacancies arise, it considers many factors in recruiting and selecting Directors, including diversity.

8. Additional comments:

With regards to question 2(c) (Disabled Veterans and LGBT), the organization does not ask for or otherwise compile this information and cannot provide an accurate number.

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

Company Name	Company NAIC Number
Kaiser Permanente Insurance Company	60053

