



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

Report Type: **Group**

Group / NAIC Code: **241**

Group / Company Name: **MetLife, Inc.**

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

Cheryl W. Grise; Carlos M. Gutierrez; R. Glenn Hubbard; Steven A. Kandarian; John M. Keane; Alfred F. Kelly, Jr.; William E. Kennard; James M. Kilts; Catherine R. Kinney; Denise M. Morrison; Kenton J. Sicchitano; Lulu C. Wang.

2. How many people:

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

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

i. Women **4**

ii. Men **8**

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? **0**

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? **0**

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

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).

Governance and Corporate Responsibility 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).

The number of terms any director may serve is limited due to the retirement policy adopted by the Board, which provides that no Director may stand for election after reaching the age of 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? **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.

In evaluating potential candidates for election as Directors, the Governance and Corporate Responsibility Committee will consider the ability of those candidates to enhance the perspective and experience of the Board as a whole, and such other criteria as shall be established from time to time by the Board.

8. Additional comments:

The company is not aware of how Directors may identify, and thus is not able to provide a response to Part 1, Questions 2 c) and d), or a complete response to Part 1, Question 3.

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

Company Name	Company NAIC Number
Metropolitan Life Insurance Company	65978
MetLife Investors USA Insurance Company	61050
Metropolitan Direct Property and Casualty Insurance Company	25321
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