



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

Report Type: **Individual**

Group / NAIC Code: **88668**

Group / Company Name: **Mutual of America Life 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:

**Mutual of America Life Insurance Company Board of Directors**

2. How many people:

a) Serve on this Board of Directors? **15**

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

i. Women **4**

ii. Men **11**

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? **11**

iii. Asian Pacific Islander? **0**

vii. Other? **0**

iv. Hispanic / Latino? **1**

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? **3**

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

**Product & Marketing Committee; Technology Committee; Law and Corporate Governance 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).

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

17

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?

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.

8. Additional comments:

**As a New York-domiciled mutual insurer, the diversity among Mutual of America's Board of Directors is a result (and must be a result) of the Company's commitment to ensuring that it has a governing board composed of leaders from the business world, social sector and government, who are best equipped to represent the interests of our policyholders, in whose interests the Company is run. The Nominating Committee of the board, composed entirely of independent directors, is charged with the responsibility of proposing the slate of directors for election each year. This Committee consists of four directors, only one of whom is a white male. Clifford Alexander, Jr., the first African-American Secretary of the U.S. Army, was also Special Counsel on Civil Rights to President Johnson and was the Chairman of the Equal Employment Opportunity Commission; Dr. LaSalle Leffall, Jr., the Charles R. Drew Professor of Surgery at Howard University Hospital, was the first African-American President of the American Society of Surgeons; and Mrs. Frances Hesselbein, President and CEO of the Frances Hesselbein Leadership Institute, was formerly the CEO of the Girl Scouts of the USA. All of our directors are eminently qualified to meet the growing needs of Mutual of America and its policyholders. With respect to questions 2c and 2d, Mutual of America does not survey its directors for this information or ask its directors to self-identify in these categories. The response to question 2d is based upon our reasonable observations.**