



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

Report Type: **Individual**

Group / NAIC Code: **33200**

Group / Company Name: **NORCAL Mutual 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:

**NORCAL Mutual Insurance Company**

2. How many people:

a) Serve on this Board of Directors? **10**

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

i. Women **6**

ii. Men **4**

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? **7**

iii. Asian Pacific Islander? **1**

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? **2**

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

**Vice-Chair; Secretary of the Board (non-executive officer)**

c) Currently serve as an chair of a board committee? **7**

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

**Audit; Compensation & Benefits; Governance; Operations Oversight; Investment; Transactions; Government and Regulatory Affairs; CME; Claims Advisory; Underwriting Advisory**

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).

**Age 70 and maximum of four 3-year terms; 3 members are grandfathered.**

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? **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).

**Board does not have a mission statement, but Corporate Governance Guidelines include the following:2. Diversity. At NORCAL, we value diverse ideas, thinking styles, backgrounds and skills. NORCAL seeks a board composed of directors representing a range of perspectives creating an environment of collaborative tension that is aligned with the strategic needs of NORCAL.**

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.

**NORCAL took part in sponsorship/leadership of the PIAA sessions on "Strengthening Your Organization Through Diversified Leadership." A NORCAL board member, Rebecca J. Patchin, MD, participated as a moderator.**

8. Additional comments: