



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

Report Type: **Individual**

Group / NAIC Code: **61271**

Group / Company Name: **Principal 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:

Principal Financial Group, Inc.

2. How many people:

a) Serve on this Board of Directors? **11**

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

i. Women **4**

ii. Men **7**

c) Of those in "a)", how many:

i. Are Disabled Veterans? **0**

ii. Publicly Identify as LGBT (Lesbian, Gay, Bisexual, and / or Transgender)? **1**

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

i. American Indian? **0**

v. Multi-Ethnic? **0**

ii. African American? **1**

vi. Caucasian? **10**

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? **3**

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

Nominating and Governance Committee; Audit Committee; Financial 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:

12.5

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?

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.

Diversity of the Board is a valued objective. The Nominating and Governance Committee reviews the Board's needs and diversity in terms of race, gender, national origin, backgrounds, experiences and areas of expertise. The Board recognizes that diversity is an important factor in Board effectiveness, which is apparent from the Board's selection of Directors. The Company's culture and commitment to diversity has been recognized by organizations such the National Association of Female Executives, the Human Rights Campaign Corporate Equality Index, 2020 Women on Boards campaign and LATINA Style magazine. The Board's effectiveness benefits from Directors who have the skills, backgrounds and qualifications needed by the Board and who also increase the Board's diversity.

8. Additional comments: