



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

Report Type: **Group**

Group / NAIC Code: **304**

Group / Company Name: **Prudential Financial, 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:

Prudential Financial, Inc.

2. How many people:

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

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

i. Women **3**

ii. Men **9**

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? **9**

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? **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).

Finance Committee - Christine A. Poon Governance Committee - Constance J. Horner Investment Committee - Thomas J. Baltimore

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).

[Redacted]

If no, the average number of years served by the current governing board: **10.3**

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 Principles and Practices - In selecting directors the board generally seeks a combination of active or former CEOs of major complex businesses (from different industry sectors and having varied experience in areas such as manufacturing, finance, marketing and technology), leading academics, and individuals with substantial records of government service or other leadership roles in the not-for-profit sector, with a sensitivity to diversity.

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.

Prudential Financial, Inc. utilizes an outside board recruitment firm that considers diversity when analyzing potential candidates for Board membership.

8. Additional comments:

[Redacted]

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

Company Name	Company NAIC Number
The Prudential Insurance Company of America	68241
Prudential Retirement Insurance and Annuity Company	93629
Pruco Life Insurance Company	79227
Prudential Annuities Life Assurance Corporation	86630
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]

