



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

Report Type: **Individual**

Group / NAIC Code: **69019**

Group / Company Name: **Standard 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:

**StanCorp Financial Group, Inc. Board of Directors**

2. How many people:

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

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

i. Women **5**

ii. Men **6**

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? **1**

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

**J. Greg Ness, Chairman; E. Kay Stepp, Lead Director**

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).

**Mary F. Sammons, Audit Committee Chair; E. Kay Stepp, Nominating and Corporate Governance Committee Chair; and Frederick W. Buckman, Organization and Compensation Committee Chair.**

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).

**N/A**

If no, the average number of years served by the current governing board: **8**

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).

**The following language is included in the StanCorp Financial Group, Inc. Corporate Governance Guidelines and can be found on the Company's website at [www.stancorpfinc.com](http://www.stancorpfinc.com): The Company endeavors to maintain a Board of Directors representing a diverse spectrum of expertise, background, perspective and experience. The Nominating & Corporate Governance Committee, with direct input from the Chairman of the Board, the Lead Director, and the Chief Executive Officer shall identify qualified candidates to become Board members and make nomination recommendations to the full Board for approval by shareholders.**

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:

**For questions 2c. and 2 d., above, Standard Insurance Company does not know the answer to these question.**