



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

Report Type: **Individual**

Group / NAIC Code: **69345**

Group / Company Name: **Teachers Insurance & Annuity Association of America**

1. Please provide the name of the public, U.S. - based Board of Directors that represents the ultimate controlling party of the insurance group:

TIAA Board of Trustees

2. How many people:

a) Serve on this Board of Directors? **13**

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

i. Women **4**

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? **3**

vi. Caucasian? **9**

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? **1**

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

Trustee, President, Chief Executive Officer

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).

Executive Committee, Human Resources Committee, Corporate Governance and Social Responsibility 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: **9**

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).

As stated in the Governance Guidelines for the TIAA Board of Trustees, amended May 20, 2010 and publicly available at https://www.tiaa-cref.org/public/pdf/tiaa_guidelines.pdf: The TIAA Board comprises individuals who can contribute sound business judgment to Board deliberations and decisions based on their business, management, professional, academic, or governmental service experience. Board members generally have achieved a high level of success in their chosen fields, have uncompromised integrity and are able to fulfill their responsibilities as Trustees of TIAA without conflicts. The Company does not have a formal diversity policy concerning trustee nominations, but the TIAA Nominating and Governance Committee continually seeks to ensure a broad, diverse representation of academic, business and professional experience and of gender, race, age, and geography. In addition, at least one Trustee qualifies as an audit committee financial expert for service on the Audit Committee.

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.

While there are no such formal outreach efforts, as stated above, the TIAA Nominating and Governance Committee does continually seek to ensure a broad, diverse representation of academic, business and professional experience and of gender, race, age, and geography.

8. Additional comments: