



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

Report Type: **Group**

Group / NAIC Code: **91**

Group / Company Name: **Hartford Fire and Casualty**

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

The Hartford Financial Services 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 **3**

ii. Men **8**

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? **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? **1**

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

Nominating and Corporate Governance

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:

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 Guidelines <http://ir.thehartford.com/phoenix.zhtml?c=108754&p=irol-govhighlights>(p. 3) The Board believes that a diverse membership with varying perspectives and breadth of experience is an important attribute of a well-functioning board and will contribute positively to robust discussion at meetings. As a result, the Board strives for a membership representing diverse backgrounds (including diversity of race, gender and ethnicity) and experience (including high-level experience in business, government, education and other professional fields relevant to the Company's business and objectives).(p. 4) The qualifications of each prospective director considered by the Nominating and Corporate Governance Committee shall include, but not be limited to, the following: the relevance of the prospective director's experience to the business and objectives of the Company; the current composition of the Board; the prospective director's potential contribution to the diversity of the Board, including race, gender, ethnicity and the range of perspectives that the directors bring to their work [...]

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.

1) Require diversity in Board candidates sourced by executive search firms.2) Partnership with Catalyst (www.catalyst.org) the leading nonprofit organization with a mission to expand opportunities for women and business.

8. Additional comments:

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

Company Name	Company NAIC Number
Hartford Fire In Co	19682
Hartford Underwriters Ins C	30104
Sentinel Ins Co Ltd	11000
Hartford Life Ins Co	88072
Hartford Life & Ann Ins Co	71153
Hartford Life & Accident Ins Co	70815
Hartford Cas Ins Co	29424
Twin City Fire ins Co Co	29459
Hartford Accident & Ind Co	22357

