



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

Report Type: **Group**

Group / NAIC Code: **155**

Group / Company Name: **The Progressive Group**

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 Progressive Corporation**

2. How many people:

a) Serve on this Board of Directors? **9**

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

i. Women

**1**

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?

**8**

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).

**N/A**

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).

**Compensation Committee**

4. Do governing board members serve under term limits? **YES**

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).

**One year terms, no maximum number of terms, mandatory retirement at 80**

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? **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.  
**When vacancies arise our Board engages in outreach efforts including the retention of a national search firm to identify and recruit diverse directors.**

8. Additional comments:  
**In regards to this form, response to question 2 c) i and ii - none based on available information; and response to question 2 d) i through vii - response based on available information. In regards to each of the Addendum A's attached, responses to question 3 c) i and ii - none based on available information; and response to question 3 d) i through vii - response based on available information.**

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

Company Name	Company NAIC Number
Progressive Select Insurance Company	10192
Progressive West Insurance Company	27804
United Financial Casualty Company	11770

