



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

Report Type: **Individual**

Group / NAIC Code: **56014**

Group / Company Name: **Thrivent Financial for Lutherans**

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

Thrivent Financial for Lutherans

2. How many people:

a) Serve on this Board of Directors? **14**

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

i. Women **4**

ii. Men **10**

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? **2**

vi. Caucasian? **12**

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).

President and Chief Executive Officer

c) Currently serve as an chair of a board committee? **6**

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

Audit, Executive, Finance, Governance, Human Resource, Strategic Oversight and Marketing

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).

No director, except a principal officer director serving at the pleasure of the board, shall serve beyond January 31 of the calendar year after the calendar year in which twelve years of service as a director is completed.

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).

Thrivent's Governance Guidelines and Principles address the goal of seeking a diverse board. The language from the Governance Guidelines and Principles is as follows: THE BOARD OF DIRECTORS – Composition and Selection1. Board Membership CriteriaThe Board of Directors desires to have a membership with appropriate diversity in business experience and skills, gender, geographic location, and ethnicity.

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.

Thrivent has engaged a search firm to actively seek out diverse candidates.

8. Additional comments:

Thrivent Financial for Lutherans is not a publicly held company, it is a non-profit fraternal benefit society domiciled in the State of Wisconsin.