



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

Report Type: **Individual**

Group / NAIC Code: **10683**

Group / Company Name: **Wawanesa General 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:

**There is no public U.S. based Board of Directors that represents the ultimate controlling party of the insurance group. The ultimate controlling party is the Wawanesa Mutual Insurance Company, a Canadian federally incorporated insurer.**

2. How many people:

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

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

i. Women **2**

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? **0**

vi. Caucasian? **11**

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? **0**

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

**N/A**

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).

**Term Limit is one year. Maximum number of terms dictated by age, board members cannot serve beyond 70 years of age.**

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? **NO**

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.

**Board members discuss amongst themselves possible candidates to approach. Advice is sought from industry groups in Canada. Additionally, the use of a recruitment firm is being considered**

8. Additional comments:

**With respect to question 2, we have noted that the California Department of Insurance does not provide standard definitions for "multi-ethnic", "Caucasian" or "other" and have accordingly made a judgment with respect to those definitions.**