



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

Report Type: **Individual**

Group / NAIC Code: **13269**

Group / Company Name: **Zenith 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:

Ultimate controlling party is non-U.S. based. Responses reflect the Board of Directors of Zenith Insurance Company

2. How many people:

a) Serve on this Board of Directors? **3**

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

i. Women

1

ii. Men

2

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?

3

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).

EVP and Chief Financial Officer

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).

There are no board committiees

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: **2**

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.

Zenith has a long-standing commitment to diversity and inclusion in all aspects of our business. This diversity and inclusion extends to Zenith's hiring practices as well. As part of our national diversity and inclusion program, Zenith maintains a diversity and inclusion council comprised of employees from throughout the U.S. Outside experts provide diversity and inclusion training to all of our employees. Zenith's board is comprised exclusively of employees. To the extent we engage in diversity and outreach efforts in connection with our general hiring and employment practices, such efforts ultimately impact board diversity.

8. Additional comments: