



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

Report Type: **Group**

Group / NAIC Code: **212**

Group / Company Name: **Zurich US Insurance Pool 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:

Zurich American Insurance Company (NAIC # 16535)

2. How many people:

a) Serve on this Board of Directors? **17**

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

i. Women **6**

ii. Men **11**

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? **0**

iii. Asian Pacific Islander? **0**

vii. Other? **17**

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? **4**

b) List of all positions currently held by these board members (i.e. chair, vice chair, secretary).

Executive Vice President, President, 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).

N/A

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).

[Redacted]

If no, the average number of years served by the current governing board: **4**

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).

At Zurich we believe, diversity and inclusion is a business imperative and ethical and social responsibility included in our Zurich Basics company values. In our continuing effort to attain an inclusive organization we embrace, respect and leverage the diversity of our workforce, our customers, and the communities in which we live, work and serve.

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.

In 2013, Zurich Insurance Group's Chief Executive Officer and the Group Executive Committee approved a Group-wide diversity and inclusion strategy. Zurich's Board consists of individuals with wide-ranging relevant backgrounds, experiences, skills and knowledge resulting in a favorable balance that enables the Board as a group to exercise its tasks and responsibilities while fully taking into account contemporary business needs.

8. Additional comments:

[Redacted]

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

Company Name	Company NAIC Number
Zurich American Insurance Company	16535
American Guarantee and Liability Insurance Company	26247
American Zurich Insurance Company	40142

