



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

Report Type: **Group**

Group / NAIC Code: **200**

Group / Company Name: **United Services Automobile Association ("USAA")**

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

United Services Automobile Association Board of Directors

2. How many people:

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

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

i. Women **3**

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? **2**

vi. Caucasian? **11**

iii. Asian Pacific Islander? **0**

vii. Other? **0**

iv. Hispanic / Latino? **1**

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).

Chair of the Board, Vice Chair of the Board, President/CEO

c) Currently serve as an chair of a board committee? **2**

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

Governance, Executive, Risk

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).

Aggregate 15 years.

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.

USAA actively searches through military and other networks to ensure a diverse pool of candidates for each director opening.

8. Additional comments:

USAA promotes a sustainable culture of diversity and inclusion at all levels of the organization. To this end, USAA seeks a diverse and inclusive Board of Directors that reflects the diversity of our membership, markets, and employees. At USAA, we understand that companies with diverse boards perform better.

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

Company Name	Company NAIC Number
United Services Automobile Association	25941
USAA Casualty Insurance Company	25968
USAA General Indemnity Company	18600
USAA Life Insurance Company	69663
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