



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

Report Type: **Group**

Group / NAIC Code: **565**

Group / Company Name: **Unum 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:

**Unum Group**

2. How many people:

a) Serve on this Board of Directors? **13**

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

i. Women **3**

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? **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).

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).

**Regulatory Compliance Committee Governance Committee**

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: **8.6**

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).

[Redacted]

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.

**Unum Group's Corporate Governance Guidelines provide that the Governance Committee is responsible for identifying, screening and evaluating qualified candidates to fill vacancies and newly created directorships on the Board of Directors (the "Board") and for recommending to the Board the nominees for election or appointment to the Board. Unum Group's Corporate Governance Guidelines state that in recommending or selecting director nominees, consideration should be given to diversity in viewpoints, gender, ethnic background, age, professional experience and other demographics, among other criteria. Accordingly, in conducting searches to fill vacancies and newly created directorships on the Board, search criteria includes a desire to identify qualified candidates that are diverse.**

8. Additional comments:

[Redacted]

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

Company Name	Company NAIC Number
Colonial Life & Accident Insurance Company	62049
Provident Life and Accident Insurance Company	68195
Unum Life Insurance Company of America	62235

