

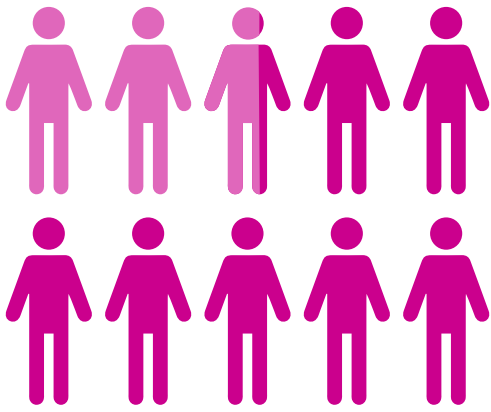


7 Key Findings from a New Survey about Women Working in Insurance

Between June and September 2019, the Women in Insurance Initiative surveyed a diverse group of companies in the insurance industry to investigate how salaries and roles relate to gender.

Women in insurance are...

1. Underrepresented among executives.



29% of senior leaders are women.

2. Increasingly in the minority at higher salary levels.



\$100,000 to \$119,999 is the salary range where men begin to outnumber women.

3. Highly loyal to their companies.
62% of those that stay 20 years or longer at a company are women.



Insurance companies are also lagging in efforts to promote gender diversity.

4. 78% of insurance companies lack internal targets for gender diversity.



5. 61% of insurance companies with internal targets don't publish their progress.



The results are clear:

6. Women are working longer at the same company than men. That loyalty, though, is not aligned with promotions and increases in pay.

7. Women tend to occupy the lower corporate levels and progress to the first managerial level, but fewer continue to climb the ladder to the next level.