



2020 SUSTAINABILITY REPORT

# Because we're all protectors







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## A message from our CEO

At Protective, we are driven by our responsibility to protect people, their lives and livelihoods. It's an unwavering commitment, and it's why we do what we do – because we're all protectors.

This year, we launched a new brand identity reflective of our aspiration: to become America's most protective insurance company. We've experienced significant growth over recent years and knew Protective's brand should reflect our evolution and help us better connect with our customers, employees and community through a people-centric lens. Our new brand underscores our strengths and amplifies our values. It's why we are intentionally unveiling Protective's 2020 Sustainability Report now – to leverage our new identity and better tell the Protective Story.

In 2020, our team publicly renewed our commitment to serving as **protectors of our business, people and community**. We shifted teams and resources to meet customer needs during a critical time, and we accelerated our plans to expand our virtual workforce. Swiftly adjusting to the challenges facing our world, we continued to invest in our people. By supporting and listening to our employees first, we were better able to serve our customers.

In addition to growing our business and protecting our people, we continued our investment in the communities where we work and live, remaining dedicated to helping local causes that improve quality of life and positively impact the communities we serve.

At Protective, **we believe everyone deserves a sense of protection and security**. Together we'll keep pushing to find better ways to serve our customers, colleagues, partners and community. We protect them all, with care and a resolve to do what is right every day, every time – just as we have for more than 100 years. As we will for the next 100.



**Richard J. Bielen**  
President & CEO  
Protective Life Corporation



**At Protective, we believe everyone deserves a sense of protection and security.**



# The next 100 years



## The next 100 years

Protective has embraced change and thrived through many challenges throughout its 114-year history. That's why, since our founding in 1907, we have been diligent in building a sustainable company.

We've always invested in our business, our people and our communities, and today we have a focused sustainability strategy that aligns around these three primary pillars:

### Business • People • Community

While we certainly learned to expect the unexpected during this year of unprecedented challenges, we will continue to put people at the heart of our decisions as we look to the next 100 years.

Building a sustainable company has always been an inherent part of who we are. In 2020, we renewed our focus on sustainability, including both Environment, Social and Governance (ESG) and Corporate Social Responsibility (CSR) initiatives, and with engagement from top leaders, laid the groundwork to more fully integrate these initiatives into our business.

Protective makes long-term promises to our customers through life insurance, annuity and asset protection solutions, and creating a sustainable company ensures we can protect our business, people and community for years to come.

In the next 100 years, we will strive to be better protectors and to help more people achieve a level of protection that makes a real impact on their lives. After all, each of us is a protector at our core.



### Sustainability strategy

Aligned with our parent company Dai-ichi Life Holdings, Inc., Protective is committed to being a leading corporate citizen, and our sustainability efforts are shaped by the following:

- We are a values-based company. Doing the right thing, building trust, serving people and aspiring for better are part of our corporate DNA.
- We offer products and services that enhance our customers' lives.
- We embrace diversity and inclusion, and we invest in our employees' professional development and wellbeing.
- We deal fairly and ethically with our customers, partners and vendors.
- We invest in the communities where we live and work.
- We care about our environmental impact.
- We deliver long-term value to our stakeholders.





DIVERSITY AND INCLUSION

# Advancing impact in our business, people and community

# Living out our purpose

Our continued commitment to diversity and inclusion is vital to living out our purpose with our people, in the workplace and within our community. **All voices deserve and need to be heard.**

In October 2018, Protective renewed our focus on protecting people through our commitment to diversity and inclusion. In June 2019, **CEO Rich Bielen signed the CEO Action for Diversity and Inclusion pledge**, making a significant public commitment to advancing these efforts. Since then, our teams have embodied this pledge as we've worked toward our established commitment and our three primary diversity and inclusion goals, which we believe will have the most positive impact on our organization.

## Our commitment

At Protective, everyone deserves the opportunity to thrive. We know this is a significant effort and achieving our goals will take time. We are focused on attracting diverse talent, growing and developing our people, and supporting strong, inclusive communities. It's a journey we are taking together.

## Our goals

- Grow inclusive and diverse leaders who build collaborative and agile teams
- Create an inclusive environment that will drive performance and business objectives
- Increase overall gender and racial diversity at the officer level by evolving our hiring practices, development opportunities and retention of key talent





# Creating a diverse talent pipeline

## Building bridges

The best ideas are often born from differences. That’s why we work every day to attract, build, develop and empower a diverse team dedicated to living out our purpose. Protective collaborated with the Culverhouse College of Business at The University of Alabama (UA) and provided a **\$1 million gift** to attract and accept more underrepresented students into the business school, intentionally building a diverse pipeline of future leaders. **The Diversity in Business Bridge Program** is the result of Protective and UA’s shared priority to improve practices oriented around diversity, equity and inclusivity in the workplace and world at large.

The program annually **recruits approximately 25 high school juniors from underrepresented populations in Alabama**, preparing them for academic success across all business disciplines via a summer residential experience and a robust college prep protocol. Students who decide to attend UA are then invited back for a second summer that will focus on easing the transition to ensure a strong start to college. Scholarships, financial assistance and ongoing development opportunities are then available for participants who choose to study business at UA. Protective is committed to empowering students and helping them gain valuable exposure to potential career opportunities while providing the necessary support and resources to help them achieve their goals.

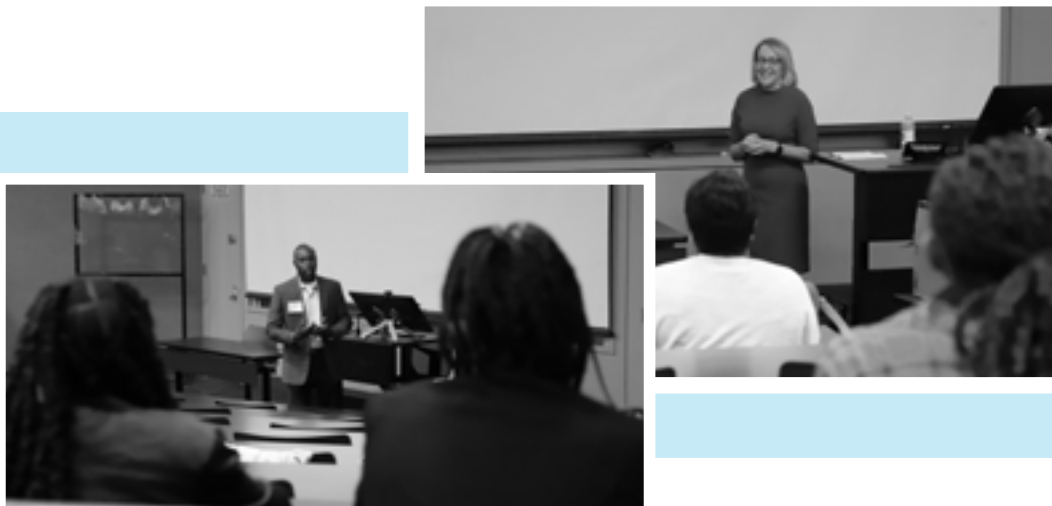
## Developing the next generation

When COVID-19 threatened our traditional internship experience, we pivoted and created a virtual program. We had previously set specific diversity goals regarding race and gender of selected interns, and although the **2020 intern class** was completely virtual, we’re proud to report a major increase in intern diversity from prior years. From 2019 to 2020, the number of females in our intern class increased by 18 percent and the number of people of color increased by 22 percent, providing an opportunity for students to learn and develop during a time when many other opportunities were cancelled.



**\$1 million**

to The University of Alabama Culverhouse College of Business  
to attract and accept more underrepresented students into the business school





# Supporting an engaged workforce

Attracting diverse talent is just the first step in our journey, but our focus on creating an inclusive and supportive work environment enables our teams to thrive. To advance our culture, we launched a **“My Stories” blog campaign**, where employees were better able to understand their colleagues’ unique backgrounds and perspectives, and the campaign helped employees gain a deeper understanding of how a diverse team enriches our Protective culture.

We began a **women’s networking pilot program**, taking 60 leaders through a nine-month growth period, providing a vehicle to support talent, bringing together diverse talent groups, and encouraging personal and professional development through meaningful interaction and relationship-building opportunities.

We also want our workforce to reflect the evolution of the customers we serve, and we believe this starts at the top. We are intent on empowering all leaders and managers at Protective to become more inclusive. A diverse team is a strong team, and a strong team is better equipped to protect and support. Over a six-month period, more than 600 leaders completed a **virtual Inclusive Leader Training** that helped them become better protectors. We strive to increase gender and racial diversity at the officer level and throughout our company, and we are always looking for new opportunities to help create a culture of belonging where all voices are welcomed, valued and heard.



*“My Stories” blog campaign featuring Alicja Foksinska, Lead IT Auditor*

**“The interaction between the women was incredible. It showed that all of the members of the networking pilot are committed to learning more about leadership and mentoring each other.”**



Alana Dominick, VP Applications Systems,  
Women’s Networking Pilot Program participant

# Expanding enterprises: Birmingham’s VITAL program

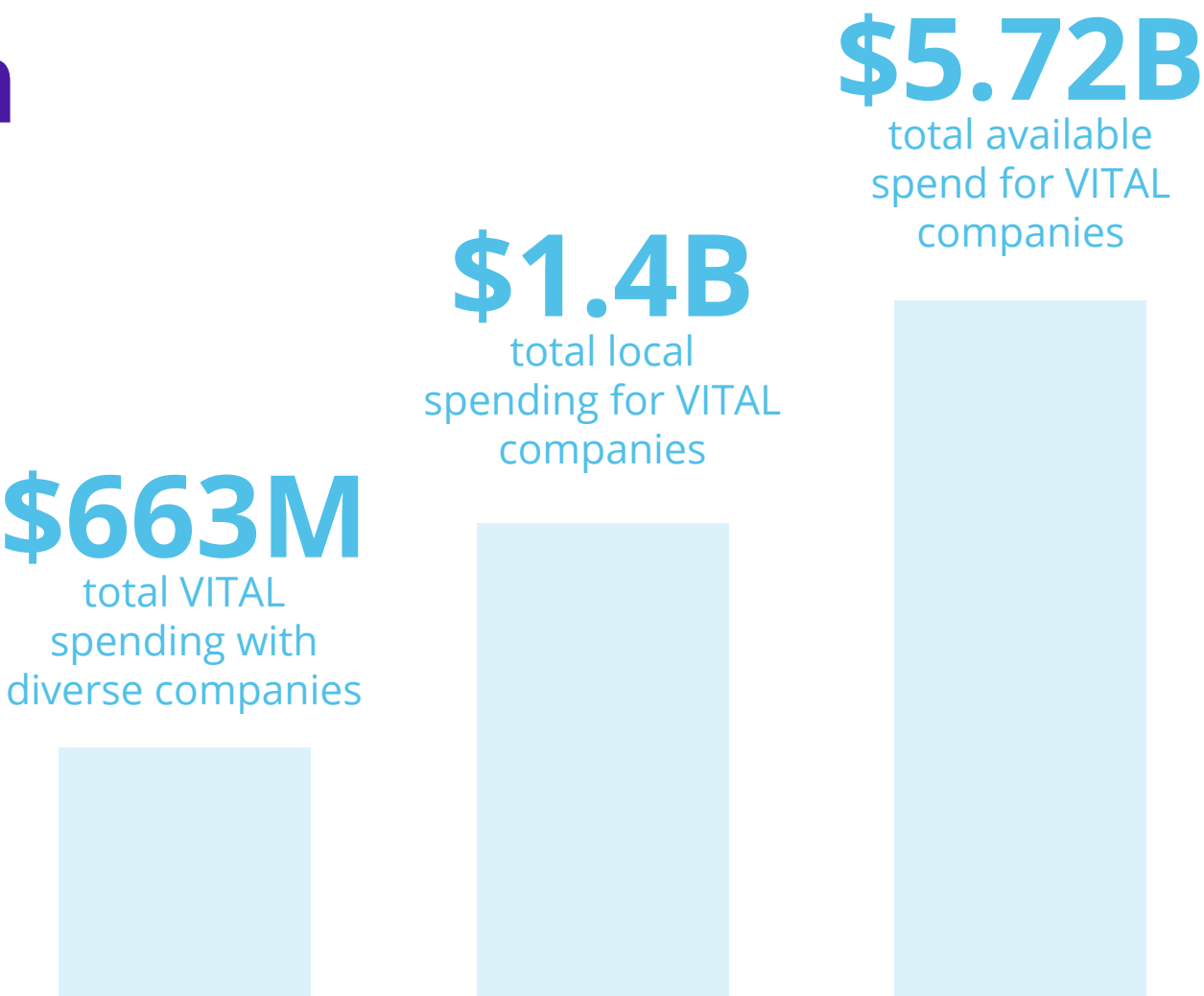
When our headquarter city of Birmingham launched the VITAL program (Valuing Inclusion To Accelerate and Lift) that charges local employers to seek out diverse-owned suppliers and expand enterprises with minority-owned businesses, Protective joined the effort. CEO Rich Bielen worked with Birmingham Mayor Randall Woodfin to cosign an opinion editorial piece for the Birmingham Business Journal, urging companies to improve efforts in supplier diversity and expand their pipelines of Minority, Woman and Disadvantaged Business Enterprises.

Supporting local suppliers, especially those owned by people of color and women, adds prosperity and depth to our community while adding jobs, promoting entrepreneurship and supporting small businesses for the long run. Through the program, Protective learned new tools used for sourcing and tracking diverse suppliers. Protective then implemented two of the discovered solutions:

- A tool that reviews spend files quarterly against a database of known diverse suppliers and classified into 16 diverse categories
- A sourcing tool used to help identify prospective diverse suppliers using keywords and/or other filters like location, size, years in business, etc.

These tools enable Protective to reflect upon past spending and be more intentional about including diverse suppliers in future sourcing events.

Incorporation of diverse dialogue, unique perspectives and creative collaboration helps us to act and make a stand as protectors.



“Because of our history, we believe Birmingham has a responsibility to be a leader in making change happen. Because our current civic and corporate leadership refuse to allow the status quo to be maintained, we believe Birmingham can become a model for change.”



Birmingham Mayor Randall L. Woodfin





BUSINESS

Our business  
is values-driven

# Our values

## Do the right thing.

We can only build trust, serve people and aspire for better if we strive to do the right thing. We live with integrity and honesty, and to remind colleagues of this core belief, we require an annual acknowledgement of the Code of Business Conduct from every Protective employee.

## Build trust.

We stay by our customers' sides and view them as friends for life. Through our life insurance, annuity and asset protection solutions, we help more than 12 million people\* achieve a sense of protection and security. Our customers and communities know we're there to deliver when they need us.

## Serve people.

Our people-first culture drives how we make business decisions — with an intentional focus on improving the quality of life for those we serve. It's this culture that allows Protective to continue to flourish, with \$991 billion of life insurance in force. We work tirelessly to find the right solutions for our customers because we know that doing our job well provides protection that fits people's lives and helps them achieve their goals — for their livelihood, retirement and their family's future.

## Aspire for better.

Aspiring for better reminds us to remain open to different perspectives, to search for better solutions, to help us learn continuously and keep growing. It is why we deployed tools so customers and partners could interact with us in a more consistent, on-demand way. It makes us all better protectors.



Business

**\$5.7 billion**

total claims and payouts  
to 276K customers



**\$350 million**

COVID claims paid to  
4,200 customers



**12.4 million**

customers\* (policies and  
contracts in force)



**26%**

increase in employees over the  
past three years\*\*



**\$991 billion**

of life insurance in force



Protective remains committed to protecting the world we live in, and our values guide us to inspire positive social impact, which includes reducing our environmental footprint. That's what protectors do.



### Sustainable solutions

Our intensive energy saving efforts began in 2014 with a thorough review of all electrical infrastructure, operational settings and schedules. As a result, the corporate office in Birmingham saw a 15 percent reduction in electricity from 2014 to 2019.

In 2020, we continued our intensive energy saving efforts. This year, limited building occupancy due to COVID helped us reduce our impact even further, but we also made changes to make the office more sustainable in the future. We began a project to replace lighting with LED bulbs featuring advanced lighting controls. Office renovations focused on taking advantage of sunlight, and perimeter windows were equipped with automated shades to minimize heat. Our heating and air system uses energy-efficient pumps, fans and control modules, and we select environmentally-friendly plumbing fixtures and paint. We remain committed to ongoing efforts to improve our footprint.



### Investing in our future

Protective has invested millions within our General Account that advance Environmental, Social and Governance (ESG) standards, including investments in green bonds and sectors linked to UN Sustainable Development Goals. To the extent available and relevant, we integrate ESG factors into our due diligence, monitoring and investment decision-making process, and we carefully monitor our portfolio through an ESG lens, both internally and through third parties.



### Protecting customers during a pandemic

As the world began to navigate the unprecedented situation posed by COVID, Protective remained committed to serving customers and adapting to help meet their needs. This included extending grace periods for premium due dates for customers who were impacted by COVID and temporarily simplifying underwriting guidelines for fully underwritten life insurance applications, helping make it easier for customers to get the protection they needed. Our digital capabilities also gave customers choice and flexibility with the Protective Virtual Assistant, which was available to help 24 hours a day.





## Meeting customers where they are

Protective has always been focused on making it as easy as possible for customers to protect their families, their livelihoods and their futures. That's why, when the pandemic highlighted the importance of life insurance, meeting our customers' needs remained a top priority.

Although our industry has historically relied on face-to-face interactions with customers, we know there are times our customers want to purchase and view their policies when, where and how it's most convenient for them. Velocity, our suite of digital capabilities, allows them to do just that.

Launched months before COVID hit, Velocity proved to be an invaluable tool to customers and agents alike during a time with unprecedented challenges. Velocity allows customers to apply for life insurance, accept and sign policies, and submit payment — all online. "Velocity is a digital experience that expedites the life insurance process," said Kenneth Byrd, Vice President of Protection New Business Operations.

**“Because we had invested in our digital capabilities prior to COVID, we were able to accelerate the process during the pandemic, and we have a detailed roadmap of the next steps that will make the program even better. We are continuing to evolve to meet our customers' needs and expectations.”**



Kenneth Byrd, Vice President of Protection New Business Operations

The goals of Protective Velocity are threefold. The digital tools are designed to improve the customer's experience, expedite the process so protection is provided much faster, and improve the ease of doing business with Protective for our distributor partners. In addition, the process protects the environment by reducing the need for paper, printing and postage.

"Protective finished number one in an annual survey of life insurance distributors in the categories of electronic new business tools, ease of doing business, customer service and responsiveness," Byrd said. "Protective Velocity is one more way we honor our commitment to help more people achieve the sense of protection and security they deserve."





PEOPLE

**We put people first**



### Protective was founded with a mission that goes beyond providing reliable products.

Our enduring commitment to do right by those we serve starts with our people. We know a highly motivated, engaged team sets us apart and makes us better protectors.

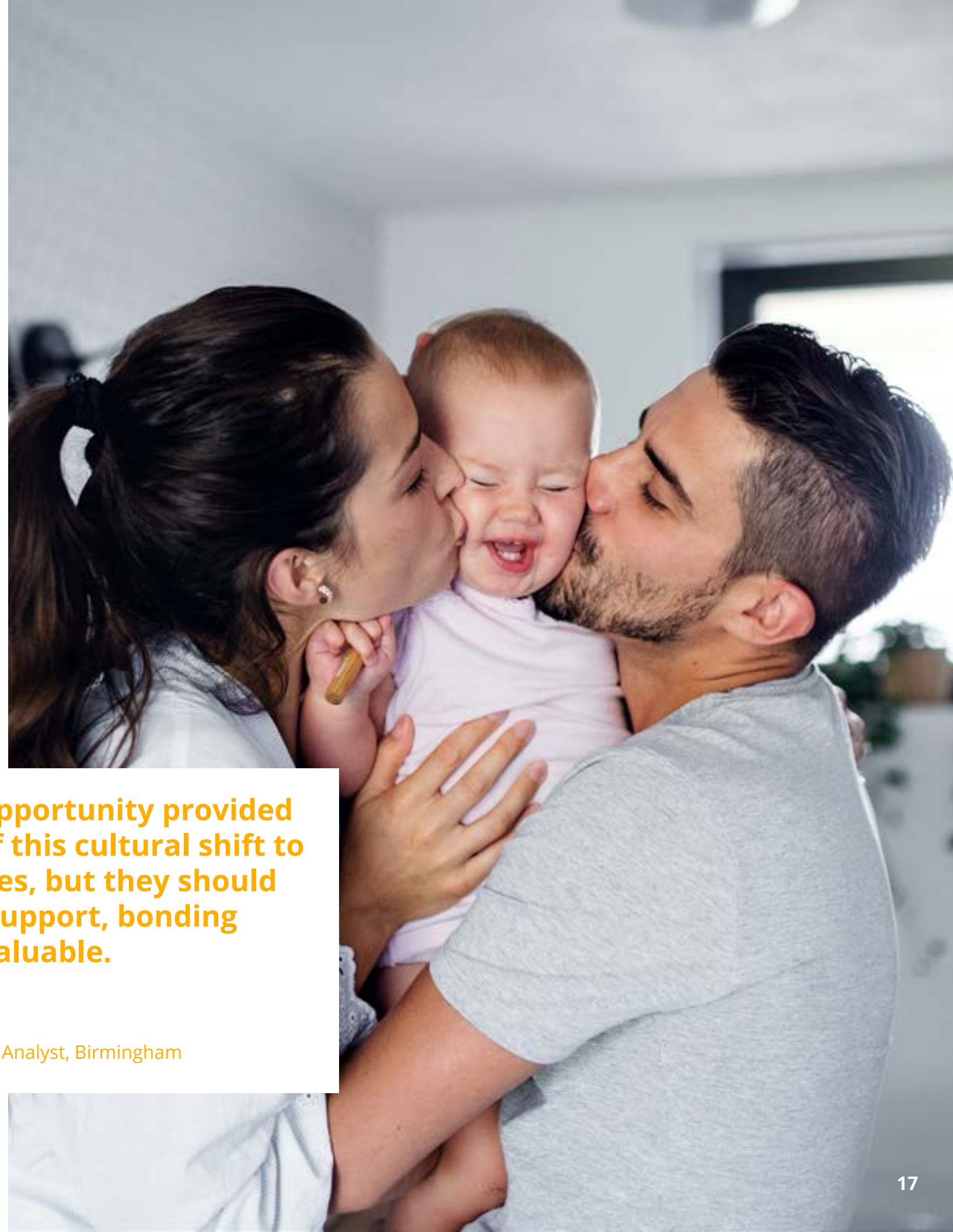
To continue attracting new talent in 2020, we **raised our minimum wage to \$17.50**, which is **141 percent higher than the 2020 federal minimum wage**; and encouraged the usage of our expanded benefits, including **paid parental leave** for mothers, fathers and adoptive parents.

Protecting our people means showing up for them, especially during the unprecedented challenges of 2020. As a result, we offered all employees **80 hours** (10 days) of additional paid leave for COVID-related issues. Our initial plan was to offer the leave if employees or immediate family members tested positive for the virus and quarantine was required. We quickly realized, however, that a variety of circumstances may arise in which increased flexibility would serve our people best, so we offered the paid leave for any COVID-related circumstances.

**I am extraordinarily thankful for the paid parental leave opportunity provided by Protective. I'm glad to see Protective on the forefront of this cultural shift to combat stigmas and unawareness. Mothers are superheroes, but they should all receive the protection they deserve. Being present for support, bonding time, early development, and the memories made was invaluable.**



Brandon Moody, Systems Analyst, Birmingham





People

80

additional hours of paid leave for COVID-related issues offered to each employee



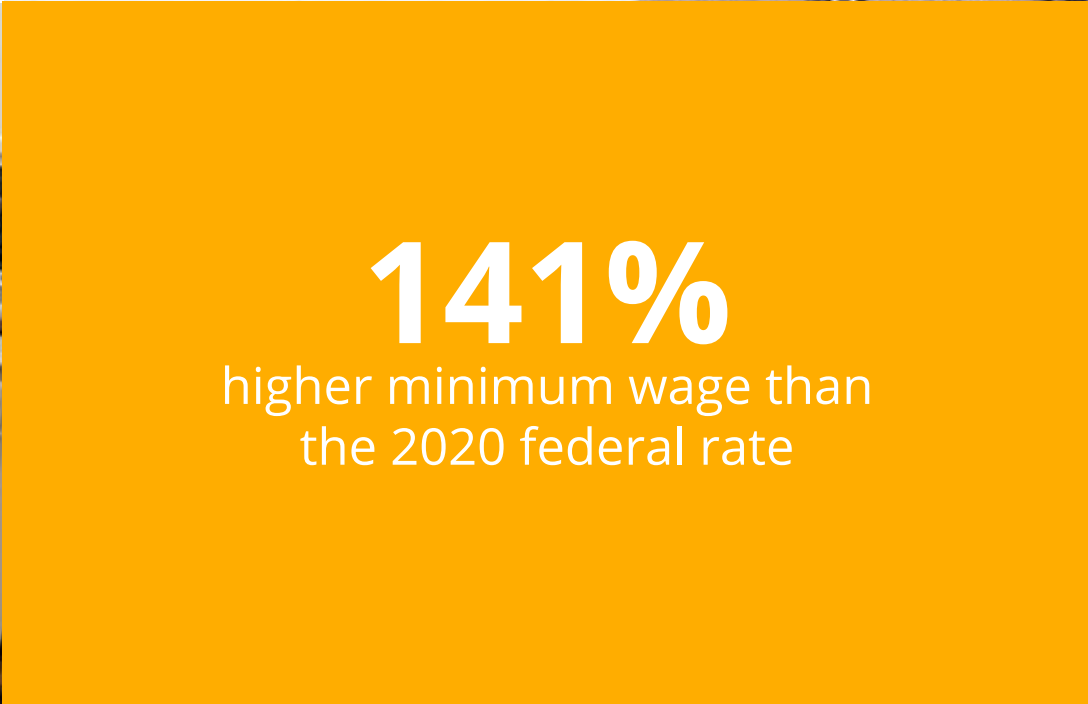
95%

of Protective's workforce shifted to temporary remote work to stay safe



141%

higher minimum wage than the 2020 federal rate



93%

of employees feel proud to tell people where they work, according to a company-wide survey



170

employees utilized COVID-related paid leave



## People

Our people were at the heart of decisions made in 2020, because we know that caring for them meant they could better care for our customers. Together, we made protection more accessible.

### Connecting over coffee

Connection comes from laughs over lunches, conversations over coffee, shared greetings in the hallways and pre-meeting small talk. It's what makes a group of coworkers a team. That's why, with 95 percent of our employees working remotely during 2020, we hosted weekly virtual visits so our people could check in on each other, laugh together and encourage one another. We know relationships are worth protecting.

### Transparency from the top

Trust is the cornerstone of any good team, and at Protective, it starts at the top. In a year like no other, we made it a point to be transparent, hosting virtual All Company Town Hall meetings so our teams could connect monthly with leadership. We outlined key initiatives, provided operational updates and reassured our people of the sound state of our business so they could focus on providing security for those we serve. We know peace of mind is worth protecting.



Protective All Company Town Hall







## Offering flexible solutions: COVID paid leave

Liz began working for Protective five years ago when the company acquired the family-owned business where she worked. Working for a much larger company brought hesitations about losing a family-oriented environment, but she soon realized she had nothing to fear.

When the pandemic hit, Liz, like many parents, was faced with juggling work demands and caring for her young daughter, whose preschool had temporarily closed.

That's when Protective announced its employees would receive 80 hours of COVID-related paid leave. "That was huge," said Liz, who works in dealer services in the company's Asset Protection Division. "My friends who work at other companies didn't get any kind of opportunity like that. It was a very, very nice thing to have."

The paid leave, coupled with help from extended family, allowed Liz to create a more flexible schedule. Her husband is self-employed and works in the construction and painting industry, but her mother, who lives nearby and works part-time, was able to assist with childcare. "She purposely changed her work schedule to be later in the day and evenings so she could keep my daughter," Liz said. "Sometimes I had to pick her up around 3 or 4, but I was able to use the flexible COVID time to fill in the holes here and there. It was nice that we didn't have to take it all in one big chunk."

The benefit helped make a trying time easier and allowed Liz to take care of her family so she and her work team could continue to take care of business. "Without my mom and the flex time, there would have had to have been some tough decisions for me and my husband," said Liz. The leadership at Protective "has always been invested in their employees," she added.

**“It's just all-around a very good company to work for. They are intentional about looking out for everyone's best interests, not just their own.”**



Elizabeth Criscuolo, Team Support Specialist





COMMUNITY

# Protecting people and creating impact

### At Protective, we work passionately to improve the quality of life in our communities.

With a drive to do what's right and the heart to aspire for better, Protective remains dedicated to supporting local causes that impact the communities we serve. Whether it's Birmingham, the Greater Cincinnati region, St. Louis or beyond, we want these regions to thrive because we're a part of them.

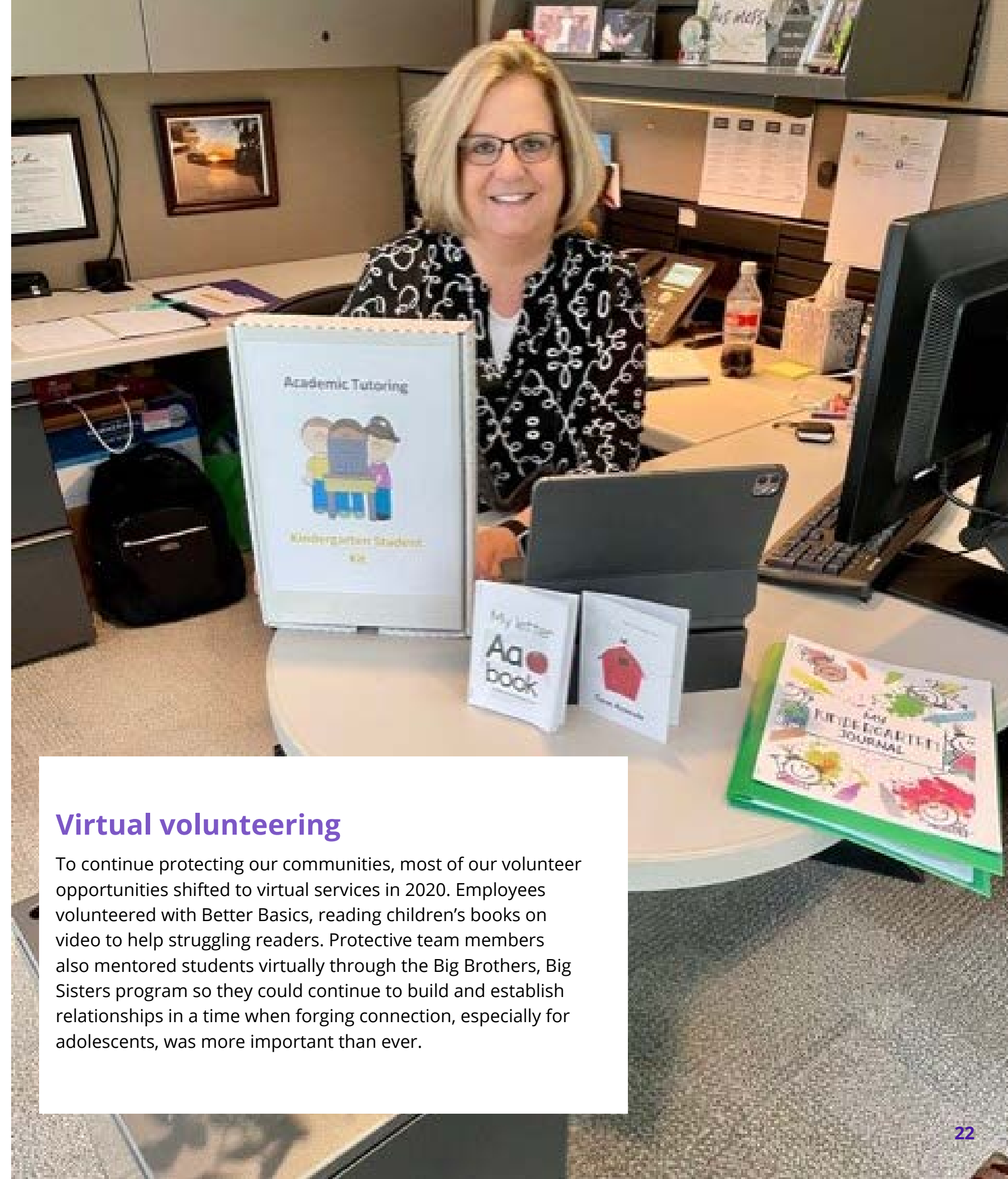
It is our responsibility to protect our communities whenever we can. Supporting incredible organizations and community-wide initiatives that create transformational progress is an honor that we take seriously.

We continue to invest our resources, time and talents in 2020 by adjusting how we served and financially supported organizations impacted not only by the pandemic but also amid the civil unrest we saw this year. Over 30 percent of Foundation dollars were dedicated to causes advancing social equity.

While we know the value of monetary contributions, we wanted to work beyond financial assistance to ensure the greatest needs were met. Protective has always focused on being a good community partner, and city-wide collaboration was crucial in 2020. In Birmingham, Protective developed and managed weekly reporting and data analysis of relief activities during the pandemic, and then connected with other large organizations in our community to work together to establish a collaborative funding group to ensure the greatest impact.

### Virtual volunteering

To continue protecting our communities, most of our volunteer opportunities shifted to virtual services in 2020. Employees volunteered with Better Basics, reading children's books on video to help struggling readers. Protective team members also mentored students virtually through the Big Brothers, Big Sisters program so they could continue to build and establish relationships in a time when forging connection, especially for adolescents, was more important than ever.





Community

**\$1 million**  
given to COVID relief efforts



**248**  
organizations supported through  
financial gifts, leadership involvement  
and volunteer hours



**Community  
impact by the  
numbers**



**378**  
employees volunteered  
to make an impact



**\$4.5 million**  
contributed in Foundation gifts,  
totaling \$77.7 million over 26 years



# Supporting the fabric of our communities

## Picnic with Railroad Park

2020 highlighted the importance of providing our community and employees access to green spaces, parks and trails. Railroad Park, a 19-acre green space in the heart of downtown Birmingham, became a haven for downtown dwellers during the pandemic. Hailed as “Birmingham’s Front Lawn,” the park provides space for local recreation and cultural events. With most of its scheduled programming, including concerts and 5K races, canceled during the pandemic, Railroad Park stood to lose a great deal of revenue. Protective stepped in to celebrate the park’s 10th anniversary with a virtual picnic fundraising event. Picnic meals and party packages were sold to benefit Railroad Park Foundation, ensuring this safe space will remain available to the community for years to come.

## Feeding our furry friends

When The Birmingham Zoo closed for the pandemic, the staff projected an estimated \$2.5 million loss by year-end. To care, feed and protect the animals, they launched an innovative fundraising campaign. Protective jump-started the campaign with a \$250,000 grant that was combined with other matching gifts from local leaders and businesses to help the zoo surpass its fundraising goal.

## Safety net in Cincinnati

We’re engaged in the communities where our employees work and live, and we’re committed to protecting those less fortunate by providing financial support, leadership and employee engagement to improve lives and create thriving communities. St. Vincent de Paul provides an opportunity for Protective employees and the Foundation to do just that in the Greater Cincinnati region. It’s neighbors helping neighbors, assisting people with basic needs by offering a safety net: from filling prescriptions for those either uninsured or underinsured at no cost to offering a food pantry for people to grab food on a monthly basis.

## St. Louis home away from home

In our communities, we put people first by listening to what they need. The Ronald McDonald House in St. Louis provides a place to stay, family-style meals, and a network of resources for people who must travel seeking medical attention. Up to 59 families stay just steps away from the hospital each night, and they become each other’s support systems in the time away from family and friends. Protective employees volunteer and serve these families in their time of need, protecting them during a challenging time.



“We touch the lives of over 100,000 people on an annual basis, and we just couldn’t do it without folks like Protective.”



Mike Dunn, Executive Director,  
St. Vincent de Paul



Community

454

employees participated  
in virtual food drives



\$100,864

collected in employee donations  
to benefit the food insecure



Protecting our people by  
eradicating hunger

When we couldn't volunteer with boots on the ground, our employees nationwide stepped up to make a difference in their communities. Protective collaborated with food banks in 22 cities to provide nourishment to those experiencing food insecurity. We also joined forces with Feeding America, a national organization consisting of 200 food banks and 60,000 food pantries and meal programs, where employees in our virtual workforce could donate and ensure their gift was making a difference in their communities.



\$100,000

provided to food banks through  
the Foundation match program



803,457

meals provided



## Protection provided during the pandemic

When the country shut down in March 2020 during the early days of the pandemic, Serah and Preston Watts were gearing up to do what they've always done: serve their community. Both essential workers — she's a home health nurse; he works in warehouse distribution — they had important jobs to do despite the threat that was closing schools, filling hospitals and shuttering businesses. The Birmingham couple, however, wasn't sure they would be able to fill the need. Their first priority was their son, a kindergartner at the time. Without a safe place for him to learn and play, they couldn't do their jobs.

That's when Protective worked with the YMCA of Greater Birmingham and stepped in to help families like theirs. Within a matter of days, the YMCA began offering emergency childcare services for first responders and essential workers who needed options for their children. It was a huge relief for the Watts family. "We were absolutely in a panic," Serah said. "We had no idea what we were going to do."

Serah, who has since had another baby, said the memory still makes her emotional. "It was to the point where either we find childcare or one of us was going to have to quit our job and the other would have to work double the hours," she said. "I'm tearing up just thinking about it."

Ultimately, with the support of Protective Life Foundation, the YMCA provided 25,000 hours of emergency childcare services to 211 children. Protective helped fund the initiative, allowing doctors, nurses, grocery store employees and other essential workers to protect and care for the entire community. "We couldn't have done what we needed to do without it," Serah said.

In addition to keeping the children safe, the YMCA staff assisted them with virtual school assignments. "They helped him with everything from logging in, to making sure he finished all of his assignments for the day, and logging off," Serah said. "It was a tremendous help to know that we didn't have to do that when we got home."

Serah, who cared for COVID patients and lost her father to the virus, said the service helped ease some of her family's burden.

**“It was like a weight was lifted off. They filled a need, and they filled it quickly. We are so grateful to everyone who made it possible.”**

Serah Watts, BSN, RN



# Nonprofits supported

100 Black Men of Greater Mobile, Inc.	Birmingham Botanical Gardens	Foundry Ministries	Magic Moments	Society of St. Vincent de Paul
16th Street Baptist Church	Birmingham Boys Choir	Fresh Air Family	Main Street Alabama	Southern Environmental Center
A.G. Gaston Boys & Girls Club	Birmingham Children's Theatre	Freshwater Land Trust	Make-A-Wish	Southern Museum of Flight
A+ Education Partnership	Birmingham Civil Rights Institute	Friends of Rickwood	Maranathan Academy	Special Equestrians, Inc.
Addiction Prevention Coalition	Birmingham Education Foundation	The Fund for American Studies	March of Dimes, Alabama Chapter	Spring Valley School
Alabama 4-H Foundation	Birmingham Historical Society	Georgia State University - Risk Management Foundation	Mason Music Foundation	STAIR
Alabama A&M University	Birmingham Holocaust Education Center	Girl Scouts of North-Central Alabama	McWane Science Center	Teach for America - Alabama
Alabama Appleseed Center for Law & Justice, Inc.	Birmingham Landmarks	Girls Incorporated of Central Alabama	Mike Slive Foundation	TechBirmingham
Alabama Ballet	Birmingham Museum of Art	Girls on the Run Birmingham	Mitchell's Place	TechBridge, Inc.
Alabama Bicentennial Commission Foundation	Birmingham Zoo	Glenwood, Inc.	Momentum	Three Hots and A Cot
Alabama CASA Network	Black Belt Community Foundation	Grace House Ministries	Mothers' Milk Bank of Alabama	Tredyffrin & Easttown Care
Alabama Giving	Boy Scouts of America - Greater Alabama Chapter	Greater Birmingham Habitat for Humanity	M-POWER Ministries	Triumph Services
Alabama Governor's School	Breakthrough Birmingham	Heart Gallery of Alabama	Muscular Dystrophy Association - Alabama	UAB Athletics Foundation
Alabama Heritage	Breast Cancer Research Foundation of Alabama	Growing Kings, Inc.	Muscular Dystrophy Association - South Florida Chapter	UAB Collat School of Business
Alabama Humanities Foundation	Bridge Builders Alabama	Hand in Paw	My Sister's Place	UAB Department of Biology
Alabama Insurance and Risk Management	Bridge Ministries	Harvard Club of Alabama	National Alliance on Mental Illness	UAB Department of Surgery
Alabama Education Foundation	Brother Bryan Mission of Birmingham	HEAL (Healthy Eating Active Living)	National Center for Sexual Exploitation	UAB Educational Foundation
Alabama Policy Institute	Build UP	Heart Gallery of Alabama	National Multiple Sclerosis Society	UAB Pediatric Victims of Human Trafficking Initiative
Alabama School of Fine Arts Foundation	Cahaba River Society	The Hispanic Interest Coalition of Alabama	National Veterans Day	UAB School of Nursing
Alabama School Readiness Alliance	Cahaba Valley Health Care	Holy Family Cristo Rey Catholic High School	NCCJ of Alabama	UNCF
Alabama Shakespeare Festival	CASA of Shelby County	The Hope Institute	Newcomen Society of Alabama	United Ability
Alabama Symphony Orchestra	Central Alabama Caribbean American Organization	I3 Academy	New Schools for Alabama	United Way of Central Alabama
Alabama Wildlife Federation	Childcare Resources	Impact Alabama	Oasis Counseling for Women and Children	The University of Alabama - Blackburn Institute
AlaQuest Collaborative for Education	Children First Alliance of Alabama	In My Father's Kitchen	O'Neal Comprehensive Cancer Center	The University of Alabama - Crimson Tide Foundation
Alys Stephens Performing Arts Center	Children's Aid Society	Innovation Depot	Opera Birmingham	The University of Alabama Adaptive Athletics Facility
Alzheimer's Foundation of America	Children's Harbor, Inc.	Is-Able Ministries	Operation Hope	The University of Alabama Culverhouse College of Commerce and Business Administration
American Baseball Foundation	Children's Hospital Colorado Foundation	Jimmie Hale Mission	Opportunity Alabama	US Chamber of Commerce Foundation
American Cancer Society - Mobile	Children's of Alabama	Jones Valley Teaching Farm	Parkinson Association of Alabama, Inc.	Vanderbilt University Medical Center
American Cancer Society - North Central IL	Collat Jewish Family Services	Junior Achievement of Greater Birmingham, Inc.	Pioneer Center for Human Services	Venture for America
American Enterprise Institute	Community Food Bank of Central Alabama	Junior League of Birmingham	PreSchool Partners	Virginia Samford Theatre
American Heart Association	Community Grief Support Service	Juvenile Diabetes Research Foundation - AL Chapter	Project Horseshoe Farm	Vulcan Park & Museum
American Red Cross - Alabama Region	Cornerstone Colors, Inc.	Juvenile Diabetes Research Foundation - NY	Public Affairs Research Council of Alabama	Washington Legal Foundation
Assistance League of Birmingham	Cornerstone Schools of Alabama	King's Home	Railroad Park Foundation	The WellHouse
Association of Fundraising Professionals	Create Birmingham	Kiwanis Club	Raleigh's Place	Women's Fund of Greater Birmingham
Autism Society of Alabama	Crisis Center	Lakeshore Foundation	Red Mountain Grace	Woodlawn Foundation
The Ballard House Project, Inc.	Crohn's and Colitis Foundation	Laura Crandall Brown Ovarian Cancer Foundation	Red Mountain Theatre Company	Workshops, Inc.
Baptist Health Foundation	Cystic Fibrosis Foundation - Georgia Chapter	Leadership Alabama	Redemptive Cycles	Wounded Warrior Project
The Bell Center for Early Intervention	Desert Island Supply Co.	Leadership Birmingham	Restoration Academy	Wreaths Across America
Big Brothers Big Sisters of Greater Birmingham	Distinguished Young Women	Legacy Prep Charter School	REV Birmingham	YMCA of Greater Birmingham
Birmingham Aids Outreach/Magic City Acceptance	Duchesne Society	The Leukemia & Lymphoma Society Alabama/Gulf Coast	Ronald McDonald House Charities of Alabama	YouthServe, Inc.
Birmingham Athletic Partnership	Economic Development Partnership of Alabama	The Leukemia & Lymphoma Society of Atlanta	Ronald McDonald House Charities of St. Louis	YWCA Central Alabama
Birmingham Audubon Society	Empowered to Conquer	Liberty Learning Foundation	The Salvation Army	
Birmingham Bar Volunteer Lawyers	Fellowship of Christian Athletes	Linly Heflin Unit	The Selma-to-Montgomery 50th Anniversary Commemoration Foundation	
	Firehouse Ministries	The Literacy Council	Sidewalk Film Center and Cinema	
	First Light	Magic City Woodworks	Sight Savers America	
	Foundations Early Learning and Family Center			

# Foundation leadership



**Eva Robertson**

VP, Community Relations & Executive Director, Protective Life Foundation



**Lori Dixon**

AVP, Protective Life Foundation

In addition to Foundation leadership, all grant-making activity is supported by a diverse committee of leaders and employees who, during their terms of service, provide guidance and insight for decision making.

## Foundation awards and scholarship recipients

Through its Foundation, Protective provides one-time Excellence Awards and four-year Academic Scholarships to high school graduates of qualifying employees. 2020 recipients were:

Olivia J. Alexander  
Mary Walton Blomeley  
Richard H. Cater  
Allen E. Cathey  
Frank T. Donze  
Emily H. Ehrbar  
Rebecca J. Frye  
V. Reaves Gardner  
Quinton T. Geren

Kelsi B. Goodwin  
Ann B. Griswold  
Michael Grondin  
Kennon E. Hall  
Samantha L. Harris  
Anna C. Hartley  
Matthew J. Hazelwood  
Rachel E. Hazelwood  
Beija Herndon

Harrison R. Horton  
Trevis V. Jones  
Nathan R. Mashburn  
Katherine McDonald  
Reagan C. Moody  
Ally O'Dell  
Makayla Oda  
Connor W. Parkes  
Payton D. Parrish

P. Chance Phillips  
Anna Katherine Pitts  
Angelica Presswood  
Leila J. Price  
Hannah Robinson  
MacKenzie T. Salanger  
Jack Self  
Casey E. Stark  
Katie D. Thomas

Caleb M. Thrasher  
Lauren E. Thrasher  
Christian S. Vanzant  
Abby Wakitsch  
Makenzi N. Wakitsch  
Mary Kate Watkins  
Madelyn G. Wine  
Alyssa N. Zabolotzky  
Samantha Zimmerman





# Sustainability task force

In July 2021, Protective established its Sustainability Task Force, which is responsible for driving the company’s sustainability strategy, while also developing a short- and long-term sustainability roadmap for Protective. Led by Scott Adams, Executive Vice President, Corporate Responsibility, Strategy and Innovation, the group meets monthly and reports out quarterly to the executive team. The group intentionally includes representatives from key departments throughout the organization with a focus on integrating sustainability efforts into our business.

**Executive Sponsor:** Scott Adams

**Accounting:** Collin Newberry

**Compliance:** Mike Currier

**Corporate Communications:** Brittanie Bordonaro

**Corporate Strategy:** Toby Marcus

**Facilities:** Andy O'Dell

**Foundation:** Eva Robertson

**Government Affairs:** Greg Redmond

**Human Resources:** Kristi Smith

**Investments:** Diane Griswold

**Legal:** Jessica Kubat

**Retail Businesses:** Tara Williams

**Risk:** Phillip Earle

“At Protective, we strive to integrate sustainable practices into our organization because we know that a sustainable business means delivering on our promises to our customers, providing opportunities for continued growth and living out our purpose as protectors.

Scott Adams, Executive Vice President, Corporate Responsibility, Strategy and Innovation





**We are Protective.** It's a purpose we share with those we serve. An unwavering commitment. And it's why we do what we do: **because, together, we're all protectors.**

We are on a mission to help more people achieve a sense of protection and security. We've been putting people first for 114 years, delivering on our promises and striving to do more for our customers, our colleagues and our communities. That will never change.

As this inaugural sustainability report has highlighted, we will continue to protect our business, people and communities. We won't stop here. Find out more at [www.protective.com/sustainability](http://www.protective.com/sustainability).