Junior Achievement of Alabama

JA’s primary mission is to inspire and prepare young people to succeed in a global economy. It is the largest and most comprehensive volunteer-delivered, economics education program in Alabama, and it partners with corporations, organizations, schools and individuals to make a positive impact on the future of students. Protective has supported it in a variety of ways, from providing financial support and volunteers to serving on the board of directors.

- 32,000 students impacted
- 1,751 volunteers
- 144 schools
Liberty Learning Foundation

Protective has supported the Liberty Learning Foundation since learning of its mission to impart the values of patriotism and civic responsibility to young students throughout Alabama. Founded in 2010, Liberty Learning donates civic-based teaching tools to educators and facilitates vibrant, student-involved experiences that teach, inspire and empower the country’s next generation of outstanding young citizens.

110,705 students impacted
442 schools and communities involved
4,084 kits delivered and teachers trained
The Literacy Council of Alabama

While educating our youth is essential, it is equally as critical for adults who struggle with reading. The Literacy Council’s vision is a community in which every person — young and old — achieves his or her maximum literacy potential. Protective has consistently supported its programs for adult learners, as well as the recent “Campaign for Grade Level Reading” for children in third grade.

- 92,000 illiterate adults in central Alabama
- 85% of juvenile offenders with reading problems
- 75% of unemployed adults with reading or writing difficulties
Teach for America

In 2010, Alabama welcomed Teach for America to the Black Belt region. Protective, a founding investor, consistently supports the program’s phenomenal growth in school districts throughout the state. The mission of growing and strengthening the movement for educational equity and excellence speaks to the aspirations of those who understand that education is the path to a life filled with opportunities and promise.

- 350 teachers in past seven years
- 2.7% increase on ACT assessments last year
- 1.5% increase in reading last year

PreSchool Partners

PreSchool Partners believes that every child deserves access to a quality preschool education regardless of the family’s ability to pay, and its mission is to equip families of preschool age children with the skills necessary to achieve school readiness. Additionally, parents participate with their children in a family literacy program, “Families Reading Together.” Just as parents invest in this program, so does Protective — the outcomes are remarkable.

- 92% tested ready for kindergarten
- 89% retention rate for parents and children
- 100% more reading material in homes
Protective strongly believes in investing in educational programs that support the needed skill sets for pursuing a career in the financial, investment or insurance arena. As such, its gifts to UA have been directed in a variety of ways, from endowing scholarships in the schools of business and law, to establishing endowed professorships in fields related to the insurance industry, and to funding the IRMAS (Insurance & Financial Services, Risk Management and Actuarial Science) program.
The University of Alabama at Birmingham

UAB is an internationally-acclaimed research university and academic health center that discovers and applies knowledge for the intellectual, cultural and economic benefit of Birmingham and beyond. Protective and UAB have partnered on many outstanding initiatives, such as providing grant money for scientists and doctors working in collaboration to achieve better patient outcomes, supporting drug discovery collaborations, and funding scholarships in the schools of business and nursing.

- $5 billion economic impact
- 23,000 employees - Alabama’s largest single employer
- Among 51 public and private universities classified for both “very high research activity” and “community engagement”
The Protective Life Foundation Scholarship and Academic Award Program
2004 – 2016

Each year, an independent panel of judges not affiliated with Protective grants awards to approximately 20 students based on three areas of concentration — community involvement, academic excellence and tuition assistance.

- Kayla A. Anderson
  Daughter of Kendra Anderson, LAD
  University of South Alabama

- Destiny A. N. Miles
  Daughter of Traci Miles, IA
  University of Alabama at Birmingham

- Micah D. Armstrong
  Son of Earl Armstrong, LAD
  University of Alabama at Birmingham

- Brooklyn K. Barkley
  Daughter of Kim Urso, LAD
  Troy University

- Haley A. Nichols
  Daughter of Andrea Nichols, LAD
  Jacksonville State University

- David E. Kirkpatrick
  Son of Kenneth Kirkpatrick, IT
  Auburn University

- Samantha N. Wakitsch
  Daughter of Pamela Dodge-Parker, APD
  Southeast Missouri State University

- Madison B. Sandlin
  Daughter of Trisha Sandlin, LAD
  Wallace State Community College

- William Y. Song
  Son of Ray Song, Investments
  Harvard University

- Allison M. Foster
  Daughter of Laura Foster, APD
  Tulane University

- Jacob C. Hallmark
  Son of Donna Hallmark, First Protective
  Cahoon Community College

- Coke S. Matthews IV
  Son of Maria Matthews, Legal
  University of Virginia

- Madison R. Daniell
  Daughter of Leisa Daniell, LAD
  The University of Alabama

- Jacob L. Willoughby
  Son of Michelle Willoughby, LAD
  Wallace State Community College

- Kacie M. Lassiter
  Daughter of Linda Lassiter, LAD
  University of South Alabama

- Coke S. Matthews IV
  Son of Maria Matthews, Legal
  University of Virginia

341 applicants
201 recipients – 59%
29 sets of siblings
81 colleges and universities
$716,549 in total awards
341 applicants
201 recipients – 59%
29 sets of siblings
81 colleges and universities
$716,549 in total awards
Past Recipients and Their Academic Road to Success

“The highest result of education is tolerance.” – Helen Keller

2011
Carson M. Edge
Son of Susan Edge, Investments
- University of Notre Dame
  - B.A., Political Science and Theology
  - M.A., Theology
  - Entering Notre Dame Law School in 2017

2011
Sarah M. Karchunas
Daughter of Scott Karchunas, APD
- University of California, San Diego
  - B.S., Management Science
  - Senior Advertising Manager at Social Code, San Francisco, CA

2009
W. Connor McCarty
Son of Bill McCarty, Legal
- Auburn University
  - B.A., Political Science
  - M.Ed. in Higher Education
  - Pursuing a Ph.D., Higher Education, Auburn

2009
J. Mitchell Edge
Son of Susan Edge, Investments
- Auburn University
  - B.A., Political Science
  - M.Ed. in Higher Education
  - Pursuing a Ph.D., Higher Education, Auburn

2010
Kelly West Keyser
Daughter of Patrick West, LAD
- University of California, San Diego
  - B.A., Communications
  - Membership & Communications Coordinator at Physicians for Social Responsibility, Los Angeles, CA
  - Entering graduate school in 2017

2008
Samuel E. Stokes
Son of Barrie Stokes, Government Affairs
- University of California, San Diego
  - B.A., Political Science
  - M.A., Theology
  - Entering Notre Dame Law School in 2017

2009
Adrienne S. Topic
Daughter of Jim Topic, LAD
- Wellesley College
  - Bachelor of Science
  - M.D., Jefferson Medical College of Thomas Jefferson University
  - Finishing first year of fellowship in cardiovascular disease

2005
Shazia S. Manji
Daughter of Anil Manji, Risk Management
- University of California, San Diego
  - B.A., Political Science
  - M.A., Theology
  - Entering Notre Dame Law School in 2017

2007
Imran H. Manji
Son of Anil Manji, Risk Management
- University of California, San Diego
  - B.S., Management Science
  - Senior Advertising Manager at Social Code, San Francisco, CA

2012
Evan M. McCarty
Son of Bill McCarty, Legal
- Northwestern University
  - B.A., Economics and Political Science
  - Strategy Consulting Associate at PwC Advisory Services, Chicago, IL

2007
Daniel L. Sockwell
Son of Debbie Long, Legal
- Howard University
  - Cum Laude graduate, B.A. in Fine Arts
  - Actor in New York City and Los Angeles, CA

2007
Ryan J. Swain
Son of Lolita Smith, IT
- Samford University
  - B.S., Nutrition and Dietetics
  - M.S., Nutrition Science, UAB
  - Registered dietitian at Children’s of Alabama

2005
Adrienne S. Topic
Daughter of Jim Topic, LAD
- Wellesley College
  - Bachelor of Science
  - M.D., Jefferson Medical College of Thomas Jefferson University
  - Finishing first year of fellowship in cardiovascular disease

2007
Kathleen A. West
Daughter of Patrick West, LAD
- Pomona College
  - B.A., Economics, Philosophy and Politics
  - J.D., Columbia Law School
  - Practicing attorney in New York City
“At Protective, serving people is not just one of our corporate values; it is deeply embedded in our corporate DNA. Through financial contributions and volunteer hours, the Protective Life Foundation touches thousands of people in need of help, support and encouragement.”

– Kate Cotton, Executive Director, Protective Life Foundation
“Serving Students Today – Nurturing Leaders for Tomorrow”

The Protective Life Foundation orchestrated a company-wide, back-to-school initiative that offered employees opportunities to serve selected area schools. In addition to conducting a collection drive for backpacks, books, school supplies and personal hygiene items, several on-site volunteer projects involved tutoring, cleaning, painting, replacing ceiling tiles, assembling book cases, installing lockers and steam cleaning carpets.

Bannockburn, IL
Berrie’s Book Bank

Birmingham, AL
Better Basics, Cornerstone School, Marantha Academy, Minor Elementary School, PreSchool Partners, Oliver Elementary School, Spring Valley School, YWCA Central Alabama

Cincinnati, OH
Florence Elementary School, Cincinnati College Preparatory Academy

Elgin, IL
Boys and Girls Club of Elgin

Greenville, SC
West Greenville School

St. Louis, MO
The Little Bit Foundation

Syracuse, NY
Weeks Elementary School
“Serving Students Today – Nurturing Leaders for Tomorrow”
Protective has a history of supporting many initiatives dedicated to preserving and promoting a healthy environment. Accordingly, the Protective Life Foundation introduced a new company-wide, volunteer initiative that offered employees the opportunities of cleaning parks, building the Protective Life Corporation picnic area in a public park, assembling benches and picnic tables, preparing walking trails and collecting donations to support local projects.

- **Bannockburn, IL**: Lake Forest Park District & Forest Park Beach
- **Birmingham, AL**: Red Mountain Park – The Protective Life Corporation Picnic Area
- **Elgin, IL**: Boys and Girls Club of Elgin’s gardening enrichment program
- **Greenville, SC**: Greenville Parks and Recreation – Swamp Rabbit Trail
- **St. Louis, MO**: St. Louis County Park Project – Faust Park in Chesterfield, MO
- **Syracuse, NY**: Arbor Day Foundation
“Protecting and Conserving Greenspace — Celebrating the Great Outdoors”
During Protective’s 2016 United Way campaign, in addition to raising $1.3 million through pledges and gifts, the Protective Life Foundation incorporated volunteer work projects at Children’s of Alabama, Glenwood Autism & Behavioral Health Center, United Cerebral Palsy of Greater Birmingham and the YWCA Central Alabama. Approximately 350 volunteers participated, and the Foundation underwrote the costs of all the projects. Additionally, Protective’s Rich Bielen, President and COO, served as the chairman of the United Way of Central Alabama’s five-county campaign, which exceeded its fundraising goal of $39 million.
“United We Serve”
Arthritis Foundation’s Jingle Bell Run

“Team Joint Venture,” led by Protective’s Kevin Sullivan, raised $14,382 through fundraising and a gift from the Protective Life Foundation for participating in the annual Jingle Bell Run. The team had 61 members and ranked first in the team category and second in fundraising totals.

The Exceptional Foundation

Protective has supported the Chili Cook-Off extravaganza for several years. Bill McCarty, “head chef,” and the Protective team raised funds to support the Exceptional Foundation’s mission of serving mentally and physically challenged individuals through social and recreational activities.

Impact Alabama

The annual charitable trivia contest, “Birmingham’s Brightest Company,” has become a much-anticipated, annual competition between local companies and businesses. Protective has been a supporter and contest participant since the fundraiser was first launched.

(L to R) Blair Stephenson, Nathan Eshelman, Jeff Straight, Stephen Pardue, Allen Thompson, Tim Searcy

American Heart Association

Protective’s Steve Callaway led Protective’s team in the Birmingham Heart Walk, and the funds raised by the participants were matched by the Protective Life Foundation. Additionally, a group of Protective employees attended the “Go Red for Women” luncheon to support the American Heart Association’s national movement to end heart disease and stroke in women.

(L to R) Susan Sanders, Stefanie Gomer, Mona Leopard, Lori Kaak, Alisha Griffin, Jimmie Bottcher, Katie Panos, Martha Thomas, Gina Hunt
Internal Audit’s Holiday Service Project

Once again, Protective’s Internal Audit team, led by Derry Herring, purchased, prepared and served a holiday lunch for the residents of First Light, a center that offers emergency shelter for homeless women and their children.

Front (L to R) Lorine Kallaher, Jennifer Martin, Stephanie Boyington
Back (L to R) Michael Wade, Julie Deitling, Ashley Garove, Heather Smitherman, Derry Herring, April Jackson, Ray Hellings

Protective Life Interns Service Project

Each summer, the Protective Life Corporation Internship Program includes an off-site service day at a local nonprofit. In 2016, the interns visited the Community Food Bank of Central Alabama, where they packed and prepared food boxes for distribution throughout the community.

Protective Life IT Charity Golf Tournament

Mark Cyphert and the Information Technology team hosted the annual golf tournament at the Robert Trent Jones Oxmoor Valley Golf Club to benefit First Light, a center for homeless women and children, and the Firehouse Shelter for Men. The event raised $52,000, including a gift from the Protective Life Foundation, and the funds were evenly distributed to the two organizations.

(L to R) Sara Slay, Matthew Kohler, Ruth Crosby, Allen Thompson, Mark Cyphert, Jeff Ball
Supported Nonprofits in 2016

A
A+ Education Foundation
A.G. Gaston Boys & Girls Club
A.G. Gaston Business Institute
Addiction Coalition
Alabama Applescenter for Law & Justice
Alabama Archives and History Foundation
Alabama Association of Insurance and Financial Advisors
Alabama Association of Nonprofits
Alabama CASA Network
The Alabama Governor’s School
Alabama Heritage
Alabama Humanities Foundation
Alabama Policy Institute
Alabama School of Fine Arts Foundation
Alabama School Readiness Alliance
Alabama Shakespeare Festival
Alabama Symphony Orchestra
Alabama Writers Conclave
The Aletheia House
Alys Stephens Performing Arts Center
The Aletheia House
Alfa Steppes Performing Arts Center
Alzheimer’s of Central Alabama
American Academy of Insurance Medicine
American Cancer Society
American Diabetes Association
American Enterprise Institute
American Heart Association
American Red Cross
Arlington Historical Association
Arthritis Foundation
Aspire Movement
Association of Fundraising Professionals
Alabama Ministries
Auburn University
Autism Society of Alabama

B
100 Black Men of Greater Mobile
Bethel Baptist Church
Better Basics
Big Brothers Big Sisters of Greater Birmingham
Big Brothers Big Sisters of Massachusetts Bay
Birmingham AIDS Outreach
Birmingham Athletic Partnership
Birmingham Audubon
Birmingham Botanical Gardens
Birmingham Boys Club
Birmingham Business Alliance
Birmingham Children’s Theatre
Birmingham Civil Rights Institute
Birmingham Education Foundation
Birmingham Historical Society
Birmingham Holocaust Education Center
Birmingham Museum of Art
Birmingham Negro Southern League
Museum Foundation
The Birmingham Zoo
Birmingham-Southern College
Black Belt Community Foundation
Boy Scouts of America, Greater Alabama Council
Boys & Girls Club of Elgin
Brookthrough Birmingham
Breast Cancer Research Foundation of Alabama
Brother Bryan Mission of Birmingham
Business Education Alliance

C
cahaba River Society
Camp Smile-A-Mile
Childcare Resources
Children’s First Alliance of Alabama
Children’s Aid Society
Children’s Art Guild
Children’s Harbor Family Center
Children’s of Alabama
Childrens Jewish Family Services
College Admissions Made Possible
The Committee for Economic Development
Community Grief Support Service
The Community Kitchens of Birmingham
Concepts for Adaptive Learning
The Conservation Fund
Cornerstone Schools of Alabama
Costa Scholarship Fund
Create Birmingham
The Crisis Center

D
Desert Island Supply Company
Duchesne Society

E
Eagle Forum of Alabama
Education Foundation
Easter Seals of the Birmingham Area
Economic Development Partnership of Alabama
The Exceptional Foundation

F
Firehouse Shelter
First Light Foundations Early Learning & Family Center
The Foundry Ministries
Freewater Land Trust
The Friends of Costco Guild

G
Girl Scouts of North-Central Alabama
Girls on the Run Birmingham
Glenwood Autism & Behavioral Health Center
Grace House Ministries

H
Heart Gallery of Alabama
The Hebrew Israelite Coalition of Alabama
Holy Family Credo Rey Catholic High School
Hoover-Metro Kiwanis Club
Hope Inspired Ministries
The Horizons School
Hospice of Marion County
The Hudson Institute
Impact Alabama:
A Student Service Initiative
Innovation Depot

J
The Jimmie Hale Mission
Jimmy Rane Foundation
Jones Valley Teaching Farm
Junior Achievement of Greater Birmingham
Junior League of Birmingham
Just Keep Smiling

K
King’s Home

L
Lakeshore Foundation
Laura Cranial Brown Ovarian Cancer Foundation
Leadership Alabama
Leadership Birmingham
The Leukemia & Lymphoma Society
Liberty Learning Foundation
Linda’s Inn
The Literacy Council
The Lyric Theatre

M
Main Street Alabama
March of Dimes, Alabama Chapter
The McWane Science Center
Medical West Hospital
Minor Elementary School
Mitchell’s Place
MOMENTUM
Mountain Brook YMCA
M-Power Ministries
Muscular Dystrophy Association

N
The NAIHLA Charitable Foundation
National Alliance on Mental Illness
National Multiple Sclerosis Society
National Veterans Day
The Nature Conservancy of Alabama
The Newcomen Society of Alabama

O
Oasis Counseling for Women and Children
The Oliver Robinson Foundation
One-Way-2-Play Drug Free
Opera Birmingham
Operation Hope

P
Parkinson Association of Alabama
The Pink Fund
Protective Life Foundation Scholarship & Academic Award Program
PreSchool Partners
Public Affairs Research Council of Alabama

Q
Railroad Park Foundation
Red Mountain Park
Red Mountain Theatre Company
REV Birmingham
Ronald McDonald House
Charities of Alabama
The Rotaract Club of Birmingham

R
S.S. Huebner Foundation for Insurance Education
Safehouse of Shelby County
The Salvation Army
Samford University Athletics
Sawyerville Day Camp
Selma-to-Montgomery March
Sickle Cell Disease
Association of America
Sight Savers America
Society of St. Vincent de Paul
Southern Environmental Center
Special Equestrians
Spring Valley School
St. Louis County Parks Foundation
Support Our Soldiers
Susan G. Komen for the Cure

T
Teach for America
Tech Birmingham
TechHillside
Three Hobs and a Cot
Triumph Services

U
UAB Burn Center
UAB Capital Campaign
Drug Discovery Program
UAB Center for Palliative and Supportive Care
UAB Comprehensive Cancer Center
UAB Department of Genetics
UAB School of Nursing
United Cerebral Palsy of Greater Birmingham
UNCF (United Negro College Fund)
United States Holocaust Memorial Museum
United Way of Central Alabama
United Way of Metropolitan Nashville
The University of Alabama
Adaptive Athletics Facility
The University of Alabama
Crimson Tide Foundation
The University of Alabama
Culverhouse College of Commerce
The University of Alabama
Insurance Hall of Fame
The University of Alabama
School of Law
The University of Alabama
School of Social Work
The University of Alabama
University of Montevallo
Urban Ministry

V
Venture for America
The Virginia Samford Theatre
Vulcan Park Foundation

W
Wake the World Alabama
Washington Legal Foundation
Woodruff Foundation Workshops

Y
YMCA of Greater Birmingham
YouthServe
YWCA Central Alabama
Employees on Nonprofit Boards and/or Advisory Committees

Scott Adams, Executive
Jeff Ball, Information Technology
Lee Bartlett, Corporate Accounting
Rob Bedwell, Investments
Leigh Bern, Actuarial
Rich Bien, Executive
Lance Black, Finance & Risk
Edna Boatright, Marketing
Kevin Boris, Actuarial
Jimmie Bottcher, Corporate Wellness
Bonnie Branum, Finance & Risk
Jamie Broadhead, Investments
Tyler Busby, ProEquities
Kenneth Byrd, New Business Operations
Steve Callaway, Legal
Ed Caldwell, Acquisition Services
Vin Cirulli, Finance & Risk
Erin Clark, Human Resources
Patty Cobb, Cash Management
Theresa Cook, Customer Service
Chris Cooper, Annuity Systems
Kate Cotton, Protective Life Foundation
Mark Cyphert, Information Technology
Ryan Dawkins, Insurance Administration
John Dommanovich, Reinsurance
Glenn Drennen, Corporate Accounting
Mark Drew, Executive
Bill Eddings, ProEquities
Charles Evers, Corporate Accounting
Wendy Evesque, Human Resources
Ben Greer, Asset Liability Management
Lindsey Hackney, Business Processes
Derry Herring, Internal Audit
Julie Higginbotham, Corporate Tax
Beth Hinson, Finance & Risk
Johnny Johns, Executive
Charlotte Jones, Information Technology
Nancy Kane, Acquisitions
Scott Karchunas, Asset Protection
Matthew Kohler, Information Technology
Russ Kolmin, Actuarial
Jessica Kubat, Legal
Frank Lassiter, Acquisitions
Sandy Littleford, Human Resources
Debbie Long, Executive
David Loper, Legal
Bill McCarty, Legal
Laura McDonald, Seniors Housing
Bill McMullen, Corporate Accounting
Anne McSorley, Marketing
Ellen Michael, ProEquities
Rebecca Moore, First Protective
Lori Oswald, Corporate Accounting
Katie Panos, Internal Audit
Phil Passafiume, Investments
David Perry, Corporate Strategy
Webster Ray, Investments
Eva Robertson, Corporate Communications
Susan Sallin, Business Systems
Amy Savaio, Legal
John Sawyer, Life and Annuity
Tim Searcy, Information Technology
Aaron Seerkamp, Life and Annuity
Ky Sevier, Legal
Emily Shuford, Legal
Jamie Shuford, Investments
Shane Slaughter, ProEquities
Heather Smitherman, Internal Audit
Frank Sottosanti, Marketing
Barrie Stokes, Government Affairs
Jay Stubbs, First Protective
Wayne Stuenkel, Actuarial
Kevin Sullivan, Legal
Mike Temple, Executive
Carl Thigpen, Executive
Sherri Thrasher, Actuarial
Jim Topic, Underwriting
Bart Trench, Human Resources
Michael Wade, Internal Audit
Steve Walker, Executive
Patrick West, Insurance Administration
Martina Winston, Human Resources

“Protective Life always shows up in full force with the people and resources we need and our kids need, but the real multiplier effect is the impact in the community when Protective Life supports your cause. When Protective Life takes you seriously, so does everyone else in Birmingham, and that is a big win.”

– J.W. Carpenter, Executive Director, Birmingham Education Foundation
Protective Life Foundation
Executive Review Committee

Johnny Johns
Chairman & CEO

Rich Bielen
President & COO

Kate Cotton
Executive Director, Protective Life Foundation

Debbie Long
EVP & Chief Legal Officer

Carl Thigpen
EVP & Chief Investment Officer

Scott Adams
EVP & Chief Administrative Officer

Kate Cotton
Executive Director, Protective Life Foundation

Pem Bielen
President & COO
## Protective Life Foundation
### Advisory and Service Council

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/Division</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aldrich Callins</td>
<td>Project Management Office</td>
</tr>
<tr>
<td>Patty Cobb</td>
<td>Cash Management</td>
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<tr>
<td>Cheryl Cooper</td>
<td>Insurance Administration</td>
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<td>Verlisa Dale</td>
<td>Insurance Administration</td>
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<td>Denise Davidson</td>
<td>Insurance Administration</td>
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<tr>
<td>Ben Ingram</td>
<td>Financial Systems</td>
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<tr>
<td>Denise Johnson</td>
<td>Business and Technical Administration</td>
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<tr>
<td>Anne McSorley</td>
<td>Marketing</td>
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<tr>
<td>Ash Quakenbush</td>
<td>IT Application Development</td>
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<tr>
<td>Jason Rhodes</td>
<td>Insurance Administration</td>
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<tr>
<td>Kyndle Sims</td>
<td>Mortgage Loans</td>
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<tr>
<td>Kevin Sullivan</td>
<td>Corporate Compliance</td>
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<tr>
<td>Cliff Wilson</td>
<td>Annuity Contact Center</td>
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<tr>
<td>Lori Woods</td>
<td>Finance Modernization Program</td>
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<tr>
<td>Beth Zaiontz</td>
<td>Annuity Operations</td>
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