



CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY

Report Type: Individual

Group / NAIC Code:

61689

Group / Company Name: Athene Annuity and Life Company

Our company / group enters into contracts to procure goods or services in California.

1. Does your company / group have a supplier diversity policy statement?

YES

A supplier diversity policy statement is any language that refers to the company's / group's policies in regards to supplier diversity, with the goal of procuring goods and services from diverse businesses

If yes, provide the supplier diversity policy statement below:

Athene is committed to complying with all laws and regulations designed to facilitate supplier diversity in the corporate community. Athene also recognizes that in order to be successful, its workforce, business partners and vendors should reflect a broad cross-section of the American population.

- Provide a list of all documents in which the statement can be found (i.e. website, co. / group report, board charter, etc.):

Company Website

- If the state is available online, provide link here:

http://www.athene.com/portal/site/public/main/pages/legal/!ut/p/a1/pZVbd5pAFIX_SvLgo84BhgH7NokVUCsW2yb w4uIyIC23IEpXf30HNStVG9AVXlgM-ztszuwDyEHPyMncXRy5VZxnbtJcO2RligYWTBAnYA0VoKYyW5ojkDQscIHNBfDOQaGNBx2OfIvghFcxeQCK TWtOLSJpoJzzl4ITXpvOuSlzNiHzLwpoE-mcvxS0

If no, but will be creating one within the next 12 months, provide a timeline for when your co. / group expects the policy statement to be completed and any other details available at this time (i.e. policy language, policy creation team, etc.):

If no, please explain why:

2. Does your company / group have a supplier diversity program?

YES

A supplier diversity program is any formal plan and / or structure that has been setup specifically for the company / group to implement its supplier diversity policy statements.

If yes, provide an overview of the program:

Suppliers may contact Athene through our web page dedicated to supplier diversity. Upon receipt of a supplier's registration, it will be forwarded to Athene's Procurement Department for entry into Athene's database of interested suppliers. Athene will reference this database when considering RFPs and bids. Registering and providing proof of certification does not guarantee that a contract will be awarded then or in the future. Contracts will not awarded based

on diverse certification. The senior office in charge of the Procurement Department is responsible for ensuring the company's adherence to this policy. The Compliance Department is responsible for filing any and all periodic reports with governmental agency. Presently, the only required reporting is that required by the California Commissioner of Insurance.

If no, but will be creating one within the next 12 months, provide a timeline for when your company / group expects the program to begin and any other details available at this time (i.e. program plan, program director, etc.):

If no, please explain why:

3. Does your company / group conduct outreach specifically to diverse businesses? **NO**

If yes, respond to parts a, b, c, d, and e below.

a. Share all company / group outreach and communication strategies and practices that are conducted specifically to diverse businesses. Specify what outreach is conducted specifically to California diverse businesses:

b. Share any outreach and communication strategies and practices about supplier diversity conducted internally to company / group employees:

c. Check below all outreach and communication practices in which your company / group engages:

EVENT – seminars, meet-and-greets, summits, etc.

- Host matchmaking
- Host supplier diversity events
- Internal Awards Program
- Participate in matchmaking
- Participate in supplier diversity events
- Sponsor matchmaking
- Sponsor supplier diversity events

Share the name of an event you attended / hosted that has best guided and / or influenced growth of your Supplier Diversity efforts:

MEDIA – advertising, announcements, interviews, webinars, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Social media; please specify:
- Trade publications

Share the name of a media group or outlet that has best guided and / or influenced growth of your Supplier Diversity efforts:

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

- Member of a certification agency
- Member of ethnic chamber of commerce
- Member/affiliate of other organization, please specify:

[Redacted]

Share the name of an organization that has best guided and / or influenced growth of your Supplier Diversity efforts:

[Redacted]

PROGRAMS – mentorship, training, locator, etc.

- Diverse supplier registration portal
- Manage and run a supplier diversity mentorship program (in-house)
- Participate in a supplier diversity mentorship program
- Subscriber to a supplier locator program (or 3rd party service that identifies diverse suppliers)
- Operate a website dedicated to a Supplier Diversity Program

[Redacted]

- Technical assistance / training program for diverse suppliers

Share the name of a program that has best guided and / or influenced growth of your Supplier Diversity efforts:

[Redacted]

d. Explain how, and to what extent, these strategies and practices have been successful in establishing relationships with diverse businesses:

[Redacted]

4. Does your co. / group require and/or encourage its primary suppliers to subcontract with diverse businesses? **NO**

If yes:

a. Do you track procurement spend with Tier 2 diverse suppliers? **N/A**

b. Please explain:

[Redacted]

5. Does your co. / group set internal targets or goals in regards to its supplier diversity statement and / or program? **NO**

If yes, please explain:

[Redacted]

6. Describe in detail any updates, progress, and / or best practices established by your company / group in the two years since the 2013 Insurer Supplier Diversity Survey was administered; include any awards or recognition received for Supplier Diversity work:

We have upgraded how we track diverse suppliers in our contract/supplier management system.

7. Additional Comments:

Our systems do not allow us to report on vendor spend where companies are headquartered in CA, only 'remit to'. I have included our national spend on the spreadsheet at this time only.

8. Points of contact for the company's / group's supplier diversity operations for diverse business enterprises:

PRIMARY CONTACT

Contact Name: **Nate Lukehart**
Title: **Corporate Negotiator**
Phone Number: **515-342-4606**
Email Address: **jlukehart@athene.com**
Mailing Address **7700 Mills Civic Parkway, West Des Moines, IA 50266**

SECONDARY CONTACT

Contact Name: **Erin Hoxmeier**
Title: **Director: Procurement and Vendor Management**
Phone Number: **515-342-3386**
Email Address: **ehoxmeier@athene.com**
Mailing Address **7700 Mills Civic Parkway, West Des Moines, IA 50266**

GENERAL CONTACT

Contact Name:
Title:
Phone Number:
Email Address:
Mailing Address