



**CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY**

Report Type: **Group**

Group / NAIC Code:

218

Group / Company Name: **CNA Insurance Companies**

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:

At CNA, everyone is important to us. At CNA, valuing diversity enables us to know and serve a much broader range of customers , and to benefit from the talents of a much broader range of business partner. Reaching untapped resources... connecting with emerging market segments... creating economic activity in the communities where we do business.... these are major opportunities, all of which will flow from our focus on Supplier Diversity.

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

**Navigate from www.cna.com home page to the "Vendor Management" link in the bottom middle corner of the home page -
https://www.cna.com/web/user/cna/home!/ut/p/b1/04_SjzQ0NjIxNrcwMzfVj9CPykssy0xPLMnMz0vMAfGjzOJNDLy9Q3xMQo2c_DwNDRz9_YGEn6lBqIkxUEEkUIEBDuBoQE**

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

https://www.cna.com/web/wcm/myconnect/9142b9cd-64e0-4754-82bf-a98368da9113/Supplier_Diversity_at_CNA.pdf?MOD=AJPERES

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:

CNA Procurement has a Supplier Diversity team (a subset of the larger Procurement team) which meets regularly (at least 9 times per year) to review: plan, approach, success items to work on, recent vendor contacts.

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? **YES**

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:

External online (web) publication of our required and preferred approaches (see links above). Direct participation via booth and financial participation at supplier diversity trade show events associated with: National Minority Supplier Development Council, Women Business Enterprise Council, National Veteran-Owned Business Association, Chicago Gay, Lesbian Chamber of Commerce. Financial sponsorship of supplier diversity councils: National Minority Supplier Development Council, Women Business Enterprise Council, National Veteran-Owned Business Association, Chicago Gay, Lesbian Chamber of Commerce.

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

The CNA Supplier Diversity team also performs outreach to the various diverse external Councils, and presents internally. The request for Proposal process at CNA requires a review of potential diverse firms and an allocation of decision-making percentage, in the area of spend being sourced externally. Internal publication of activities to our employees and vendor population. Internal publication of diverse suppliers on Preferred Vendor lists.

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:

Conference: National Minority Supplier Development Council

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

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

CNA ads in the regional minority supplier diversity councils: Chicago Minority Supplier Development Council, Womens Business Development Council, National Veteran-Owned Business Association, Chicago Gay, Lesbian Chamber of Commerce

Trade publications

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

National Veteran-Owned Business Association

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

Member of a certification agency

Member of ethnic chamber of commerce

Member/affiliate of other organization, please specify:

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

Chicago Women Business Development Council

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

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:

National Minority Supplier Development Council, Women’s Business Enterprise Council

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

CNA Procurement has a Supplier Diversity Director who conducts regular phone, email and in person outreach with the Councils: National Minority Supplier Development Council, Women Business Enterprise National Council, National Veteran-Owned Business Assoc

4. Does your co. / group require and/or encourage its primary suppliers to subcontract with diverse businesses? **YES**

If yes:

a. Do you track procurement spend with Tier 2 diverse suppliers? **NO**

b. Please explain:

CNA has chosen not to track tier 2 spend as spend is not necessarily reported by tier 1 suppliers in direct relation to actual spend by company but as a % of total spend of all companies within the commodity.

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:

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:

CNA has added veteran owned business owners to our supplier diversity vendor population. Added a second participant to the certification process of the Women Business Enterprise National Council. Procurement staff recognized and awarded the Outstanding Buyer Award by the Chicago Minority Supplier Development Council.

7. Additional Comments:

CNA has elected to not provide the optional National data.

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

PRIMARY CONTACT

Contact Name: **Craig Meadors**
 Title: **VP Enterprise Operations/Procurement**
 Phone Number: **312-822-7491**
 Email Address: **craig.meadors@cna.com**
 Mailing Address **333 S. Wabash Avenue, Chicago, IL 60604**

SECONDARY CONTACT

Contact Name: **Aileen Velazquez**
 Title: **Director Supplier Diversity**
 Phone Number: **312-822-1956**
 Email Address: **aileen.velazquez@cna.com**
 Mailing Address **333 S. Wabash Avenue, Chicago, IL 60604**

GENERAL CONTACT

Contact Name: **Enterprise Procurement**
 Title:
 Phone Number:
 Email Address: **EnterpriseProcurement@cna.com**
 Mailing Address **333 S. Wabash Avenue, Chicago, IL 60604**

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
AMERICAN CASUALTY COMPANY OF READING, PENNSYLVANIA	20427
CONTINENTAL CASUALTY COMPANY	20443
THE CONTINENTAL INSURANCE COMPANY	35289
NATIONAL FIRE INSURANCE COMPANY OF HARTFORD	20478
SURETY BONDING COMPANY OF AMERICA	24047

TRANSPORTATION INSURANCE COMPANY	20494
UNIVERSAL SURETY OF AMERICA	13200
VALLEY FORGE INSURANCE COMPANY	20508
WESTERN SURETY COMPANY	13188