



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

Report Type: **Individual**

Group / NAIC Code:

30210

Group / Company Name: **Esurance Property and Casualty Insurance 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:

Diversity has always been a priority at Esurance — from our associates to our customers to our vendors. And our supplier diversity program ensures the inclusion of minority-, female-, and veteran-owned businesses in our competitive vendor-selection process.

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

external website "supplier diversity program" page; intranet "supplier diversity" page

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

<https://www.esurance.com/company/diversity/supplier-diversity-program>

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:

Esurance currently provides access via an external web portal for diverse suppliers to register for potential procurement opportunities with Esurance. Outreach to diverse suppliers is conducted primarily through Esurance ERGs (employee resource groups) and the Diversity and Inclusion Advisory Council.

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:

[Redacted]

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:

Esurance's EVETS (military veteran) employee resource group identified a veteran-owned California based IT resources company as a potential vendor for Esurance. That has resulted in a formal relationship where this company is currently providing IT resources to various Esurance departments. Esurance's WIN (Women's Innovative Network) employee resources group is in the initial planning phase of developing a meet-and-greet event where local California women-owned businesses that meet identified resource needs will be able to discuss their services and products. Esurance's Diversity and Inclusion Advisory Council conducted a vendor review process that included California minority-women-owned businesses and subsequently hired a California minority-woman-owned business for a leadership development project. The Diversity and Inclusion Advisory Council will continue to partner with Esurance's Finance team to actively seek out ways to attract a more diverse network of suppliers that can provide additional innovation for our business and customers in California.

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

An internal supplier diversity web page was added to provide employees easy access to information related to Esurance's supplier diversity efforts and to access the supplier database currently available for diverse suppliers to register their business via Esurance's external supplier diversity web page. In 2014, Esurance conducted companywide trainings on a new contracting process that encouraged associates engaged in the procurement process to consider diverse suppliers when selecting vendors.

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:

Western Region Minority Supplier Development Council.

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

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

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

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

<https://www.esurance.com/company/diversity/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:

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

It is difficult for us to accurately track this today, but we are looking into tracking and reporting options that will enable us to better measure this in the future.

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? **NO**

b. Please explain:

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:

In 2013, Esurance adopted its supplier diversity program and subsequently posted its Supplier Diversity Policy

Statement to internal and external web portals. In addition, Esurance launched a supplier diversity web portal that allows diverse suppliers to register with Esurance. Furthermore, Employee Resource Groups and the Diversity and Inclusion Advisory Council are actively seeking diverse suppliers from the various communities they support for vendor opportunities with Esurance. In 2014, Esurance conducted companywide trainings on a new contracting process that encouraged associates engaged in the procurement process to consider diverse suppliers when selecting vendors.

7. Additional Comments:

[Redacted]

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

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