



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

Report Type: **Individual**

Group / NAIC Code:

20281

Group / Company Name: **Federal 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:

To ensure that the suppliers of Chubb's products and services are representative of its diverse employees and customers, Chubb is committed to providing access and opportunity to diverse suppliers. Toward that end, the company operates a Diverse Supplier Program which seeks certified diverse businesses that can provide quality products and services at competitive prices. Qualified suppliers must meet the following criteria: 1. They must be 51% owned, operated and controlled by one or more of the following minority groups: African-Americans, Hispanic-Americans, Native Americans, Asian-Americans, women, disabled individuals, gay, lesbian, bisexual or transgender individuals. 2. Suppliers must submit current proof of certification from federal, state or local governmental agencies and/or national or local minority/women business councils.

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

Information regarding Chubb's supplier diversity program can be found on <http://www.chubb.com/diversity/chubb4513.html>. A qualified business interested in being included in Chubb's supplier database for goods and services may go to <http://sc-tforce2-12c3>

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

<http://www.chubb.com/diversity/chubb4513.html>

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:

Chubb's Supplier Diversity program aims to foster the inclusion of diverse suppliers in our corporate procurement and sourcing activities. To support this effort, Chubb actively engages with a number of supplier diversity advocacy groups and supply management professional organizations in promoting diverse suppliers and building supplier diversity awareness through event sponsorships and participation. Chubb also regularly monitors our supplier diversity result and report such to our senior executives.

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:

Our supplier diversity website is made available to all prospective diverse suppliers for the ease of accessing information regarding Chubb's Supplier Diversity Program and registering their companies for future business opportunities. The dedicated Chubb personnel actively participates in supplier diversity events, conferences, and trade fairs to connect with the diverse suppliers and understand their capabilities for potential match. Through our partnerships with numerous supplier diversity advocacy groups, we engage in a number of supplier diversity outreach activities.

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

The supplier diversity manager regularly provides supplier diversity progress updates to the senior executives and speaks at company events, such as Townhall meeting or Employee Resources Group meetings, to share progress made and/or best practices.

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:

NMSDC Business Opportunity Fair and Conference

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

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets

Social media; please specify: **Websites**

Trade publications

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

WPEO

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

Member of a certification agency

Member of ethnic chamber of commerce

Member/affiliate of other organization, please specify:

Institute for Supply Management

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

NY&NJ Minority 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

<http://www.chubb.com/diversity/chubb4513.html>

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:

WPEO Certification Training Program

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

These strategies and practices have enabled Chubb to stay in constant touch with the diverse businesses, industry peers, and certifying organizations to learn best practices, strengthen relationships/partnerships, build a close network which Chubb can rel

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:

Chubb's standard supplier agreement includes a supplier diversity provision that encourages or requires strategic suppliers to utilize diverse suppliers and report on the result when requested.

5. Does your co. / group set internal targets or goals in regards to its supplier diversity statement and / or program? **YES**

If yes, please explain:

Chubb sets an annual supplier diversity goal based on the supplier spend. The sourcing department and the supplier diversity manager's performance evaluation is tied to this goal.

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:

Chubb was one of the three finalists for an NGLCC Award in 2014.

7. Additional Comments:

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

PRIMARY CONTACT

Contact Name: **Supplier Diversity Manager**
Title:
Phone Number: **(908)903-2000**
Email Address: **supplierdiversity@chubb.com**
Mailing Address **15 Mountain View Road, Warren, NJ 07059**

SECONDARY CONTACT

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

GENERAL CONTACT

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