



CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY

Report Type: **Group**

Group / NAIC Code:

670

Group / Company Name: **Fidelity National Financial, Inc**

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:

Supplier Diversity Policy StatementAt Fidelity National Financial, Inc., it is our policy to provide maximum opportunity to minority, women, and disadvantaged business enterprises that provide economically competitive goods and services to our company as a part of our corporate procurement process. The use of diverse suppliers is an integral part of our purchasing procedures. We recognize that supplier diversity creates a competitive advantage for our company and positively impacts the communities we serve. We believe that the success of our company allows diverse businesses to share and grow in the marketplace.-----The above statement is posted internally on FNF's corporate website for employees.

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

website

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

<https://purchasing.fnf.com/Policy/Diversity>

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:

As part of the Compliance group objectives within FNF, there is a formal review of contract terms, whereby a standard contract item includes the request that suppliers strive to meet a minimum percentage objective of minority status suppliers.

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.):

[Redacted]

If no, please explain why:

[Redacted]

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:

[Redacted]

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

[Redacted]

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:

[Redacted]

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:

[Redacted]

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? **YES**

If yes:

a. Do you track procurement spend with Tier 2 diverse suppliers? **YES**

b. Please explain:

In our contract negotiations, our standard language requests as part of the diversity category that suppliers also encourage minority/diverse suppliers at a minimum percentage basis.

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:

Our banking contracts and other regulated supplier relationships require minimum level targets for diversity spend, and we measure that target to be able to determine compliance.

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:

1) Assigning personnel within the Compliance group to focus on the diversity targets, 2) working with contract attorneys in the legal department to establish standard language on all future fulfillment/procurement contracts, and 3) establishing methods to track the diversity spending across our spend categories.

7. Additional Comments:

[Redacted]

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

PRIMARY CONTACT

Contact Name: **Paul Perez**
 Title: **EVP, Chief Compliance Officer**
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SECONDARY CONTACT

Contact Name: **John Sanzone**
 Title: **Chief Procurement Officer**
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GENERAL CONTACT

Contact Name: **Jim Tudor**
 Title: **Category Manager, Procurement**
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 Mailing Address **601 Riverside Avenue, Jacksonville, FL 32204**

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Chicago Title Insurance Co	50229
Fidelity National Title Insurance Co	51586
Commonwealth Land Title Insurance Co	50083
Alamo Title Insurance	50598