



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

Report Type: **Individual**

Group / NAIC Code:

**19852**

Group / Company Name: **Financial Indemnity 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:

**SUPPLIER DIVERSITY POLICY STATEMENT- CALIFORNIA**Financial Indemnity Company (FIC) is firmly committed to Equal Employment Opportunity. Any affiliate which provides service to FIC is subject to an Equal Employment Opportunity policy. FIC believes that all of its nonaffiliated third party suppliers should also practice Equal Employment Opportunity. Consistent with this philosophy, FIC recognizes that obtaining and maintaining diversity in contracted services is an important economic component of an equal opportunity environment. As such, FIC may seek to promote such diversity by identifying and procuring services from suppliers which qualify as diversity suppliers under California law and/or by identifying and procuring services from individual minority employees who work for public companies or for suppliers that do not themselves qualify as "diversity suppliers" under the California Insurance Code. Generally, to qualify as a "diverse supplier," a supplier must be a United States based business whose primary services are offered in CA and meet one of these criteria: Ethnicity. Businesses owned by at least 51% by minority groups, including African American, Asian/Pacific Islander, Latino/Hispanic, Native American. Women owned enterprise. Businesses with at least 51% ownership by a woman or women will be considered a woman owned enterprise. Disabled veteran owned business. As defined in subparagraph (A) of paragraph (7) of subdivision (b) of Section 999 of the Military and Veterans Code. Businesses certified by the Department of General Services are disabled veteran owned businesses. FIC may also promote diversity by procuring services from individual women who are the primary professional service providers for FIC, individual minority employees (African American, Latino/Hispanic, Native American, Asian and individual Disabled Veterans) who work for public companies or for suppliers that do not themselves qualify as "diversity suppliers" under the California Insurance Code. An example would be our retention of a Latino/Hispanic lawyer to represent our insured who works as a partner in a firm that in predominately majority owned. FIC recognizes that good diversity practices promote a healthy economic and social environment. FIC thus welcomes the opportunity to procure services from qualified diverse suppliers and contractors, consistent with its then current company needs and requirements.

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

**Provided on request from Company diverse supplier contact.**

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

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:

**The Company designated a contact for California diverse suppliers. The Company also established a toll free phone number for diversity vendors to call for further information. The Company changed its contract review process to require procurement personnel to identify whether or not the California supplier has qualified diversity status.**

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:

**Kemper has a designated contact for California diverse suppliers. It also has a specific toll free telephone number for diverse suppliers.**

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

**KIIC encourages employees to objectively seek the most qualified suppliers to meet its business needs. KIIC internal California contract review process requires the procuring employee to identify whether or not the California supplier has qualified diversity status. This requirement will both educate and remind employees of the company's interest in utilizing diverse suppliers.**

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:

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

- 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:

**While most of the Company's vendors do not meet the definition of a California supplier, its processes have marginally increased the participation of diverse vendors in California.**

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:

**While most of the Company's vendors do not meet the definition of a California supplier, its processes nonetheless have marginally increased the participation of diverse vendors in California.**

7. Additional Comments:

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

**PRIMARY CONTACT**

Contact Name: **Lynette Ciardulli**  
Title: **Counsel**  
Phone Number: **904.245.5628**  
Email Address: **lciardulli@kemper.com**  
Mailing Address **12926 Gran Bay Parkway West, Jacksonville, Florida 32258**

**SECONDARY CONTACT**

Contact Name: **Steven Wright**  
Title: **Purchasing Manager**  
Phone Number: **904.245.5604**  
Email Address: **sjwright@kemper.com**  
Mailing Address **12926 Gran Bay Parkway West, Jacksonville, Florida 32258**

**GENERAL CONTACT**

Contact Name: **See #1**  
Title:  
Phone Number:  
Email Address:  
Mailing Address