



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

Report Type: **Individual**

Group / NAIC Code:

65528

Group / Company Name: **LIFE INSURANCE COMPANY OF THE SOUTHWEST**

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:

National Life Group, of which Life Insurance Company of the Southwest is a member, has adopted the following Supplier Diversity Guiding Principles: National Life Group is committed to fostering diversity and inclusion in our workplace, marketplace and community. We seek to work with talented individuals and business partners from a variety of backgrounds, worldviews and life circumstances, without regard to race, color, religion, gender, sexual orientation, age, national origin, place of birth, ancestry, or disability. To this end, National Life Group encourages diversity among its suppliers and vendors in the places we do business and supports equal opportunities for qualified suppliers of goods and services owned by minorities, women, and persons with disabilities. National Life Group recognizes that it serves customers from diverse cultures, backgrounds and circumstances and that purchasing goods and services from suppliers and vendors that reflect the varied makeup of these markets contributes to the sustainability of our customers and the communities where we live and work. We believe that by supporting diversity among our business partners, suppliers and vendors, National Life Group broadens its customer base and strengthens its position in the marketplace.

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

The supplier diversity guiding principles will be made available on the Company's internal corporate policies website and will be made part of the its corporate procurement policy.

- 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?

NO

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:

[Redacted]

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:

National Life Group does not have a specific supplier diversity program but evaluates proposed suppliers and vendors consistent with its procurement policy and supplier diversity guiding principles.

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:

Please see the responses below.

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

As described above, National Life Group's supplier diversity guiding principles are part of its internal procurement policy and will be made accessible to its employees.

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:

Please see the responses above.

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? **N/A**

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:

Please see the responses above.

7. Additional Comments:

Please note that due to data limitations, the enclosed procurement spend data corresponds to National Life Group, of which Life Insurance Company of the Southwest is a member.

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

PRIMARY CONTACT

Contact Name: **Angelina L. Buzzi**
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SECONDARY CONTACT

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GENERAL CONTACT

Contact Name: **See above contact information**
Title:
Phone Number:
Email Address:
Mailing Address