



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

Report Type: **Individual**

Group / NAIC Code:

**66168**

Group / Company Name: **Minnesota Life 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?

**NO**

*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:

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

- 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:

**Because we are not a public entity, we are not required by law to have a specific policy statement. It is our intention to adhere to a general supplier diversity commitment as follows: Minnesota Life Insurance Company (Minnesota Life) is an Equal Employem**

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:

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:

Minnesota Life does not have a formal program. Since its founding in 1880, Minnesota Life seeks to nurture effective and diverse partnerships with suppliers by adhering to its core values of trust, respect and community. As business requirements arise, we contact diverse businesses to inform them of our need for their services as well as our bidding process and procedures. We track diversity spend and report as needed and requested.

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:

**The Company uses a competitive bid process to ensure fair and equal access to all vendors and suppliers interested in doing business with us. Through part of our proposal solicitation process and in situations where no minority, women owned or disabled veteran owned business enterprises are actively seeking our business, we utilize a variety of diversity resources to identify suppliers capable of meeting our business objectives. Qualified vendors are given an equal opportunity to provide goods and services for our company. We educate these vendors on the Company's procurement procedures, advocating their participation in our bidding process. The Company is continually investigating opportunities to increase outreach and communication to minority, women and disabled veteran owned business enterprises. Going forward, we will add a question to our supplier questionnaires to inquire about LGBT-owned businesses and begin tracking that information.**

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

**Procurement professionals have been made aware of the Company's policy regarding supplier diversity. Procurement professionals are responsible for ensuring the inclusion of minority, women and disabled veteran owned business enterprises in the competitive bid process where possible.**

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:

**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:

N/A

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? **YES**

b. Please explain:

**We inquire, track, and report procurement spend with Tier 2 diverse suppliers. We do not require our primary suppliers to subcontract with diverse businesses.**

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:

**We have started tracking Disabled-Veteran owned business enterprises in our supplier diversity tracking. In addition, Minnesota Life has not tracked LGBT owned business enterprises, but will going forward.**

7. Additional Comments:

**We consider this 2015 annual report to be notice to the Company that LGBT diversity will need to be tracked going forward.**

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

**PRIMARY CONTACT**

Contact Name: **Theresa Kieper**  
Title: **Sr. Category Manager**  
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**SECONDARY CONTACT**

Contact Name: **Bill Parrill**  
Title: **Manager - Corporate Procurement Services**  
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**GENERAL CONTACT**

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