



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

Report Type: **Individual**

Group / NAIC Code:

33200

Group / Company Name: **NORCAL Mutual 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:

Supplier Diversity Statement:A diversity of ideas, perspectives and cultural experiences makes us a better, stronger company. Such diversity is good for NORCAL Mutual, good for our customers, and good for the economy. NORCAL Mutual is, therefore, committed to pursuing business relationships with enterprises owned by individuals of diverse backgrounds. Those enterprises include women-, LGBT-, veteran-, disabled veteran- and minority-owned businesses that share our commitment to delivering outstanding value to our customers. NORCAL Mutual is committed to a process whereby we can promote such relationships while assisting our diverse vendors and suppliers with expanding and growing their businesses. NORCAL Mutual recognizes those businesses that are at least 51% owned and operated by women, LGBT individuals, veterans, disabled veterans or minorities as qualifying under our Supplier Diversity Policy. In determining minority ownership, we consider ownership by African Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans and Asian-Indian Americans. NORCAL Mutual's Supplier Diversity Program is a company-wide initiative. All NORCAL Mutual employees are part of the implementation of procurement policies and procedures that will help NORCAL Mutual achieve its goals.

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

Company Website

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

<http://www.norcalmutual.com/supplierdiversity>

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.):

N/A

If no, please explain why:

N/A

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 objective of NORCAL's Supplier Diversity Program is to develop and provide oversight to a process that ensures diverse suppliers are included for consideration in the vendor selection process. This is to be accomplished by analyzing existing vendors and developing diversity benchmarks, identifying diversity as a point of consideration in vendor selection and decision making, developing tools to assist NORCAL staff in tracking vendors, providing monitoring reports to internal/external parties as needed, and external community outreach.

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.):

N/A

If no, please explain why:

N/A

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:

We have included a Diverse Supplier Registration Form on our website for potential suppliers who wish to register with us and have their information included in NORCAL Mutual's Supplier database. We also met with the Western Region Minority Supplier Diversity Council in November, 2014.

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

The Company provides training and information to its employees regarding the Supplier Diversity Program. Recent communications include a company-wide meeting in 2014 in which the program was presented, as well as manager training in 2015.

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:

California DOI Supplier Diversity Summit

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:

N/A

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

- Member of a certification agency
- Member of ethnic chamber of commerce
- Member/affiliate of other organization, please specify:

NORCAL Supports the Network of Ethnic Physician Organizations.

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

California DOI

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:

CA DOI Supplier Diversity Initiative

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

This has not been documented.

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:

We do not capture this information.

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:

The Company has created a Diverse Supplier Database and conducted additional training for its employees in incorporating diversity in its vendor selection process.

7. Additional Comments:

N/A

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

PRIMARY CONTACT

Contact Name: **Rega Paulson**
Title: **Compliance Director**
Phone Number: **512-879-5176**
Email Address: **rpaulson@norcal-group.com**
Mailing Address **6034 W. Courtyard Drive #310, Austin, TX 78730**

SECONDARY CONTACT

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

GENERAL CONTACT

Contact Name: **Rega Paulson**
Title: **Compliance Director**
Phone Number: **512-879-5176**
Email Address: **rpaulson@norcal-group.com**
Mailing Address **6034 W. Courtyard Drive #310, Austin, TX 78730**