



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

Report Type: **Group**

Group / NAIC Code:

140

Group / Company Name: **Nationwide Group**

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:

Diversity and inclusion are at the heart of our On Your Side® experience for our associates, suppliers and customers. Each individual is unique. Recognizing this uniqueness and knowing how to work effectively across our differences are critical to our success as a company and being able to deliver on our promise. The importance of diversity and inclusion to our culture and our business is reflected in our values and every aspect of the company. Our core performance value depends on our commitment to listening to every voice and considering every point of view in our daily interactions with each other, our suppliers and our customers. We're proud of our commitment to diversity, and that includes the suppliers we work with. As one of the largest insurance and financial companies in the world it can be a challenge for suppliers to find the right decision makers to meet with. That's why we established a corporate-wide Supplier Diversity program.

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

Internal Website, Supplier Code of Conduct and supplier training announcements

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

nationwide.com/about-us/supplier-diversity.jsp

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:

Nationwide's Supplier Diversity program's goal is to foster the promotion, growth and development of minority,

women, lesbian, gay and veteran owned enterprises. The program has played an important role in developing Nationwide's diverse suppliers and to help determine whether their products or services fit within Nationwide's corporate strategies

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?

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 communicated through our relationships with the National 3rd Party organizations which certify diverse suppliers as well as our relationships with the diverse chambers who support them. We have also conducted training sessions specifically geared towards the development of diverse suppliers. We have also advertised our efforts through trade publications. More specifically to California, we have worked with both the Southern and Northern Minority Supplier Development Councils to reach out to suppliers and we have also conducted Professional Development Classes in Los Angeles and Sacramento to specifically educate suppliers on needed skills and on how to do business specifically with Nationwide.

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

We include our entire procurement organization in our engagement with our 3rd party relationships. We have also invited the leadership of all these various organizations to visit Nationwide's Corporate headquarters and meet with various senior leaders at Nationwide so that we can broaden our relationships with these organizations and for these leaders to see the importance and criticality of supplier diversity in the overall strategy of the organization.

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:

WBENC Summit and Salute

MEDIA – advertising, announcements, interviews, webinars, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets

Social media; please specify: **Yammer and Twitter**

Trade publications

Share the name of a media group or outlet that has best guided and / or influenced growth of your Supplier Diversity efforts:

Women Enterprise Magazine, Minority Business News and Affinity Magazine

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

Member of a certification agency

Member of ethnic chamber of commerce

Member/affiliate of other organization, please specify:

National Association of Security Professionals and National Association of Minority and Woman owned Law Firms (NAMWOLF)

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

Women Business Enterprise National Council

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

nationwide.com/about-us/supplier-diversity.jsp

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:

Professional Development Series (created and hosted by Nationwide)

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

These interactions and relationships have made it a lot more accessible for our entire procurement organization and key decision makers to reach, communicate, establish relationships and evaluate diverse suppliers.

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:

We include our expectations within our supplier code of conduct and we are in the process of tracking 2nd tier reporting with several of our business units.

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:

As part of the performance metrics and bonus goals of our entire procurement organizations in an expected diverse supplier inclusion metrics in all of our RFP's.

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 significantly improved our tracking and reporting capabilities to include more specific demographical information. We have invited the leadership of all of the National 3rd Party Certifiers and Diverse Chambers of Commerce to our corporate headquarters to strategize at the highest levels of our organization. This would include the Presidents and/or CEO's of NMSDC, WBENC, NGLCC, USHCC, and are finalizing are meeting with USPACC. We have expanded our Professional Development Series to become a national program and have had 4 of those classes in California in the last 2 years. We have also established a strategic relationship with the US Small Business Administration. Our inclusion rate of diverse supplier in our RFP's increase from 19% to 95% in the last two years. We have also received the following awards and recognitions: 2014 Professional Woman's Magazine's - 2014 Top Supplier Diversity Program US Veteran's Magazine's - 2014 Top Supplier Diversity Program Black E.O.E. Journal's - 2014 Top Supplier Diversity Program The San Antonio Hispanic Chamber of Commerce - 2014 Business Opportunity Diversity Award WE Magazine's Top 100 Corporations for supplier diversity California Department of Insurance Trailblazer Award - Ramon Jones 2015 Minority Business News USA's 101 America's Most Admired Companies for Supplier Diversity WE USA's Top 100 Corporations of the Year for Supplier Diversity Affinity Magazine's Top Corporations for L.G.B.T. Economic Empowerment for 2015 Black E.O.E. Journal's - 2015 Top Supplier Diversity Program Hispanic Network Magazine – 2015 Top Insurance Company Women's Enterprise Top 100 Leaders in Corporate Supplier Diversity – Frantz Tiffeau WBENC Applause Award Winner – Frantz Tiffeau Minority Business News USA's Champion for Diversity– Frantz Tiffeau Minority Business News USA's Champion for Diversity– Didi Anekwe We currently hold the following board and committee positions with the following organizations: Institute of Supply Management Financial Services C.P.O. Panel Women's Business Enterprise National Council Board Seat Institute of Supply Management Supplier Diversity Group Board Seat National Minority Supplier Diversity Council Financial Services Industry Group Board Seat National Gay & Lesbian Chamber of Commerce Procurement Council Affinity Magazine Board Seat National Association of Security Professional Advisory Board Seat California Department of Insurance Task Force - Board Seat

7. Additional Comments:

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

PRIMARY CONTACT

Contact Name: **Frantz Tiffeau**

Title: **Director of Supplier Diversity and Development**

Phone Number: **(614) 677 3566**

Email Address: **tiffef1@nationwide.com**

Mailing Address **One Nationwide Plaza, Columbus OH 43215**

SECONDARY CONTACT

Contact Name: **Didi Anekwe**

Title: **Consultant, Supplier Diversity**

Phone Number: **(614) 677-5967**

Email Address: **anekweo1@nationwide.com**

Mailing Address **One Nationwide Plaza, Columbus OH 43215**

GENERAL CONTACT

Contact Name:

Title: [Redacted]
 Phone Number: [Redacted]
 Email Address: [Redacted]
 Mailing Address: [Redacted]

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Nationwide Life Insurance Company	66869
AMCO Insurance Company	19100
Allied Property and Casualty Insurance Company	42579
Nationwide Insurance Company of America	25453
Nationwide Agribusiness Insurance Company	28223
Nationwide Life and Annuity Insurance Company	92657
Nationwide Mutual Insurance	23787
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]