



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

Report Type: **Group**

Group / NAIC Code:

**860**

Group / Company Name: **Northwestern Mutual 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:

**Northwestern Mutual's supplier diversity The policy provisions are as follows:We are committed to developing mutually beneficial and successful partnerships with suppliers that offer quality products and services, excellent customer service and competitive costs.Supplier DiversityOur Commitment to DiversityNorthwestern Mutual firmly believes that developing talented, diverse, and sustainable supplier relationships is critical to the success of our vision and mission.VisionAt Northwestern Mutual, we aspire to reflect the diversity of the marketplace we serve in all aspects of our supplier relationships.Mission The mission of the Supplier Diversity program at Northwestern Mutual is to develop mutually beneficial relationships with historically underrepresented businesses in order to strengthen our overall supply base, provide the best value to our policyowners, and create a lasting impact in our community.Northwestern Mutual recognizes the following diverse supplier categories:1. Small Business Enterprises as certified by the City of Milwaukee Office of Small Business Development2. Companies that are owned exclusively by U.S. citizens, are at least 51 percent owned, controlled and managed by one or more of the below categories and are located in the U.S., its territories or possessions:- Minority Owned\*- Women Owned- Disabled Owned- Veteran Owned- LGBT OwnedCertifying organizations\*\* include, but are not limited to:- National Minority Supplier Development Council (NMSDC)- National Women Business Owners Corporation (NWBOC)- Women's Business Enterprise National Council (WBENC)- Small Business Administration/Federal Government Agency- State and local governmental certifying agenciesIf you are interested in becoming a Northwestern Mutual supplier, register your business. We will contact qualified suppliers as opportunities arise.\*Minorities are defined as Americans of African, Hispanic, Asian, or Pacific Island origins, as well as Native Americans and Alaskan natives.\*\*Certifications are not to be considered as a guarantee of conducting business with Northwestern Mutual.Northwestern Mutual is committed to being a premier company in the financial services and insurance industry. We seek suppliers who can enhance our overall capabilities by:- Offering ideas or alternatives that will ultimately lower our costs- Developing new and improved products- Providing competitive pricing and services**

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

**Northwestern Mutual Website and internal Supplier Diversity Strategy Statement**

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

**<http://www.northwesternmutual.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.):

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 Supplier Diversity program at Northwestern Mutual is responsible for increasing the impact of our procurement dollars where diverse sellers are concerned by supporting the vision to better reflect the marketplace within our supply base. The program resides in the Procurement/Vendor Management office and is staffed with 1 full time headcount (Supplier Diversity Program Director) and 1 part time headcount (Spend Analytics/Reporting Consultant). The program also includes a formal Supplier Diversity Ambassador team, comprised of 8 individuals representing all 7 functions within the company and the various Employee Resource Groups (ERGs). Additionally, the program is guided by a formal Supplier Diversity Leadership Committee, comprised of 6 senior leaders within the company, as well as oversight from the company's Diversity and Inclusion Corporate Committee to ensure alignment with business strategies and overall diversity and inclusion objectives.**

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:

Northwestern Mutual encourages and seeks out diverse vendors in several ways. Northwestern Mutual's Home Office is located in the Milwaukee, Wisconsin metropolitan area and, through community outreach and otherwise, has a highly visible local profile. Accordingly, Northwestern Mutual is frequently approached by vendors in the community, diverse and otherwise. With respect to outreach targeted toward diverse vendors, Northwestern Mutual provides information on its public web site about its supplier diversity registration program and policy. Northwestern Mutual encourages diverse vendors to register with Ariba Discovery. Registration is free and Northwestern Mutual provides direct links from our web site. By registering, diverse businesses will be visible to Northwestern Mutual procurement professionals and other potential customers who subscribe to Ariba Discovery. Procurement professionals may then utilize Ariba Discovery during the sourcing process to identify potential suppliers who may provide goods and services to meet business needs. Through Ariba Discovery, our employees have access to all the diverse vendors who have registered, whether through Northwestern Mutual or otherwise. In addition, Northwestern Mutual participates in focused diversity and matchmaking events, regionally and nationally. As examples, Supplier Diversity professionals and Supplier Diversity ambassadors participate in the North Central Minority Supplier Development Council meetings/events/seminars, attend Wisconsin LGBT Chamber of Commerce events/programs, the Hispanic Chamber of Commerce of Wisconsin events and other small business development opportunity. Many of these events/programs provide our Supplier Diversity team with the opportunity to connect with diverse vendors and learn about their businesses and identify potential fit for goods/services. At a national level, our supplier diversity professionals and employees have attended national conferences such as The Conference Board seminar on supplier diversity and the National Minority Supplier Development Business Opportunity Fairs. Northwestern Mutual is also a member of the Financial Service Roundtable for Supplier Diversity.

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

The supplier diversity program office includes a team of supplier diversity ambassadors who provide feedback on strategies, act as connectors to the Employee Resource Groups (ERG's), and promote internal awareness of the supplier diversity program and objectives. Additionally, the supplier diversity program office partners closely with various functions within the organization, such as Corporate Diversity and Inclusion, to maximize opportunities to create awareness about the program and its efforts. Our procurement professionals and employees can utilize Ariba Discovery during the sourcing process to identify potential suppliers to provide goods and services to meet business needs. In addition, Northwestern Mutual participates in various diversity events for vendors in our area. For example, supplier diversity professionals and other employees attend the North Central Minority Supplier Development Council meetings and events on a regular basis, along with other business opportunity fairs and networking forums.

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:

**North Central Minority Supplier Development Council Wisconsin Business Opportunity Fair**

**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:

**Financial Services Roundtable for Supplier Diversity; North Central Minority Supplier Development Council; Wisconsin LGBT Chamber of Commerce**

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

**Financial Services Roundtable for Supplier Diversity**

**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

**<http://www.northwesternmutual.com/supplierdiversity>**

- 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:

**National Minority Supplier Development Council**

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

**Increased participation in membership groups, chambers of commerce and the small business development office have increased awareness about Northwestern Mutual's supplier diversity program and created new opportunities to network with small and diverse bu**

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? **NO**

b. Please explain:

**Our current program collects some Tier 2 diverse supplier spend but does not currently include a focused effort on tracking Tier 2 procurement spend.**

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:

**Our supplier diversity program establishes the measures/metrics based on the following diverse groups, defined within our program: Companies that are owned exclusively by U.S. citizens, are at least 51 percent owned, controlled and managed by one or mo**

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:

**• Executive sponsored supplier diversity program • Received funding for key resources to manage program • Revised of vision, mission and strategy • Created supplier diversity roadmap • Created measures to track progress of supplier diversity program • Established communication strategy and plan**

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: **Regina Newcomb**  
Title: **Supplier Diversity Program Director**  
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**SECONDARY CONTACT**

Contact Name: **Joanne Breese-Jaeck**  
Title: **Assistant General Counsel & Assistant Secretary**  
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Mailing Address **720 E Wisconsin Ave**

**GENERAL CONTACT**

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

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
The Northwestern Mutual Life Ins. Co.	67091
Northwestern Long Term Care Ins. Co.	69000