



CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY

Report Type: **Group**

Group / NAIC Code:

155

Group / Company Name: **Progressive Insurance 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:

Progressive believes in mutually beneficial relationships with our suppliers. We expect the highest quality products and services at the best value from our suppliers. In return, we fully inform our suppliers of our initial requirements and ongoing expectations to ensure a fair bidding process and maintain a healthy business relationship. We grant equal access to all businesses, including those that are owned and/or operated by minorities, women, veterans, and the disabled and GLBT communities. We also welcome HUB Zone businesses. To be considered as a Progressive supplier, a business should have: > an established record of performance providing reliable products and timely service > sufficient knowledge of our industry to be cost-competitive and offer added value > longevity in the marketplace and consistency of service to maintain a lasting business relationsh

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

Progressive Intranet (The Highway), Corporate Procurement web site, Progressive Internet site (Progressive.com)

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

<http://progressive.com/suppliers/suppliers>

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:

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:

We grant equal access to all businesses, including those that are owned and/or operated by minorities, women, veterans, and the disabled and GLBT communities. We also welcome HUB Zone businesses. Diversity and Inclusion is consistent with our Core Values and as such, Progressive Insurance continually promotes an overall commitment to diversity and inclusion. We promote an inclusive culture for employees, customers and suppliers. Our views on Diversity and Inclusion are available to be reviewed on our website at: <http://www.progressive.com/progressive-insurance/diversity-statement/> And Progressive has been recognized for its efforts in this area, see the following website at: <http://www.progressive.com/progressive-insurance/honors-recognition/> As part of our Diversity and Inclusion Mission, we're committed to... > A diverse workforce that represents the broad scope of our society and more intuitively responds to our customers with trustworthy service, authentic marketing messages, and relevant product development. > An inclusive way of doing business that respects one another's differences, values alternative ways of thinking and making decisions, and encourages collaboration and idea-sharing through an accessible and comfortable environment. Through this commitment, we will always be competitive in the marketplace and meet the needs of our stakeholders. Although we do not have a formalized supplier diversity program at this time, and do not specifically seek out diverse suppliers as part of our standard sourcing processes, we encourage that diversity and inclusion be considered in our supplier evaluation processes. Our supplier bidding and selection process focuses on identifying suppliers capable of providing our business requirements regardless of size or ownership category. All identified suppliers are then evaluated in a fair, equitable and documented process for award of business. We continually work to ensure that no supplier is excluded from opportunities or given preference to compete, on the basis of race, color, religion, sex, age, or national origin.

3. Does your company / group conduct outreach specifically to diverse businesses? **NO**

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:

[Redacted]

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

[Redacted]

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:

[Redacted]

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

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

[Redacted]

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

[Redacted]

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:

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:

7. Additional Comments:

Suppliers are identified for prequalification based on business intelligence research, industry benchmarks, and knowledge of suppliers who can meet the scope, service and product requirements. In a tie-breaker situation, the supplier with the best overall fit in terms of quality, cost and service will be selected for award. We encourage support of disadvantaged, small, minority-owned, and women-owned businesses when we can meet our quality and cost objectives and in these situations the diverse supplier could have an advantage if they have a current certification issued by a recognized certifying agency or organization. To keep our operations cost-effective and competitive, we do business with large and small suppliers that provide performance excellence. We continue to ensure that no supplier is excluded from opportunities or given preference to compete, on the basis of race, color, religion, sex, age, or national origin.

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

PRIMARY CONTACT

Contact Name: **Keith Thompson**
 Title: **Manager Sourcing**
 Phone Number: **(440) 603-5808**
 Email Address: **keith_a_thompson@progressive.com**
 Mailing Address **6300 Wilson Mills Road, Mayfield Village, Ohio 44139**

SECONDARY CONTACT

Contact Name: **John Fitts**
 Title: **Deputy Gen Counsel**
 Phone Number: **(440) 395-3683**
 Email Address: **John_Fitts@Progressive.com**
 Mailing Address **6300 Wilson Mills Road, Mayfield Village, Ohio 44139**

GENERAL CONTACT

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

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Progressive Casualty Insurance Company	24260
Progressive Direct Insurance Company	16322
Progressive Select Insurance Company	10192
Progressive West Insurance Company	27804
United Financial Casualty Company	11770