



CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY

Report Type: **Individual**

Group / NAIC Code:

34495

Group / Company Name: **The Doctors 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:

The Doctors Company ("TDC") values diversity and the different perspectives and the values it brings making TDC a better, stronger place which all works to the benefit of our diverse pool of members. Our procurement process is decentralized and various staff in our regional and home offices work with diverse vendors relevant to the areas of responsibility on an ongoing basis. Beginning with the adoption of AB53 in California, we have worked to formalize our program to encourage diversity in our vendor pool. We maintain a clearing house of diverse vendors who are candidates to work with TDC. If you are aware of a vendor you believe should be included in the clearing house, please provide the vendor's name, contact details and services provided to vendordiversity@thedoctors.com.

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

Internal website

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

Internal website only

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.):

[Redacted]

If no, please explain why:

The company has developed its vendor diversity program by developing a database of diverse vendors interested in doing business with the company and encouraging diversity in the procurement process. Given the relatively modest number, and size, of contracts the company enters into. It does not believe setting numerical goals, as opposed to encouraging those charged with contracting decisions to make diversity of the company's vendors a factor in decision making, is the appropriate path to diversifying its vendor force.

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:

There are no formal goals or contracting processes.

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

The company participates in industry supplier diversity events.

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:

DOI Diversity Summit

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

[Redacted]

- 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:

[Redacted]

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

The company has seen limited success.

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:

We encourage the use of diverse businesses. The company does not award contracts of sufficient size or complexity to warrant tiering.

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:

[Redacted]

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 continued to ramp up its efforts to diversify its vendor base. Those efforts have yielded modest results.

7. Additional Comments:

[Redacted]

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

PRIMARY CONTACT

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SECONDARY CONTACT

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GENERAL CONTACT

Contact Name:
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