



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

Report Type: **Group**

Group / NAIC Code:

91

Group / Company Name: **The Hartford Financial Services 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:

We're Committed to maintaining a robust process that ensures diverse business participation in an open, fair, and inclusive sourcing environment. Our Supplier Diversity Program promotes collaboration, fosters strategic partnerships and introduces competitive sourcing opportunities that will enhance mutual growth.

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

www.thehartford.com/supplierdiversity

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

www.thehartford.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:

We're Committed to maintaining a robust process that ensures diverse business participation in an open, fair, and inclusive sourcing environment. Our Supplier Diversity Program promotes collaboration, fosters strategic partnerships and introduces competitive sourcing opportunities that will enhance mutual growth.

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:

[Redacted]

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:

The Hartford Financial Services Group, Inc. headquartered in Hartford, CT for several years has been an active advocate in the MBE space as a corporate sponsor of the Greater New England Minority Supplier Development Council (GNEMSDC). This is a chapter within the National Minority Supplier Developmental Council (NMSDC). As a corporate partner we attend GNEMSDC sponsored events and look to match minority owned businesses with lines of business here within The Hartford for future sourcing opportunities. In 2014 The Hartford expanded it's sponsorship to include the National Gay & Lesbian Chamber of Commerce (NGLCC) and the Women President's Educational Organization (WPEO an affiliate of WBENC). In 2015 we will expand again to include USHCC, USPAACC and NaVOBA. We have also begun conversations with USBLN on a corporate partnership

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

The Hartford, in partnership with a diverse supplier, produced a video to highlight the awareness of the Supplier Diversity Program. The video is available on thehartford.com/supplierdiversity. The Supplier Diversity Program also partners closely with the internal Diversity & Inclusion Team as well as our Employee Resource Groups.

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:

GNEMSDC Annual Conference

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:

Certifying Diverse Association Publications/Media

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:

GNEMSDC

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

thehartford.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:

Access to portal for sourcing specialists

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

The Hartford year over year at the Tier I and Tier II levels have achieved significant incremental growth

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:

On a quarterly basis the Supplier Diversity Team reaches out to the top 100 suppliers to provide Tier II spend data.

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:

The Hartford sets annual targets for Tier I and Tier II.

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:

**2014 - Nominated for Advocate of the Year by the GNEMSDC
2014 - Named Top 30 Champion of Diversity by Diversity Plus Magazine
2015 - Named Advocate of the Year by the GNEMSDC
2015 - Named Top 25 Military Friendly Supplier Diversity Programs by NaVOBA**

7. Additional Comments:

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

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LIST OF COMPANIES INCLUDED IN THIS REPORT

| Company Name | Company NAIC Number |
|--|---------------------|
| Hartford Casualty Insurance Company | 29424 |
| Hartford Accident and Indemnity Company | 22357 |
| Hartford Underwriters Insurance Company | 30104 |
| Twin City Fire Company | 29459 |
| Sentinel Insurance Company LTD | 11000 |
| Hartford Insurance Company of the Midwest | 37478 |
| Hartford Fire Insurance Company | 19682 |
| Hartford Life and Accident Insurance Company | 70815 |
| Hartford Life and Ann. Ins. Company | 71153 |
| Hartford Life Insurance Company | 88072 |

