



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

Report Type: **Individual**

Group / NAIC Code:

**56014**

Group / Company Name: **THRIVENT FINANCIAL FOR LUTHERANS**

**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:

**Thrivent Financial encourages competitive business opportunities for the vendors and suppliers it contracts with, including those owned by certified minority, women, and disabled veteran business enterprises.**

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

**website (www.thrivent.com)**

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

**<https://www.thrivent.com/contact-us/supplier-registration-process.html>**

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:

Thrivent was uncertain how to respond to this question. Accordingly, it offers the following. Thrivent Financial encourages competitive business opportunities for the vendors and suppliers it contracts with. Vendors who respond to and meet the requirements of Thrivent's RFPs are considered, as is pricing and other factors. Certified minority, women, and disabled veteran business enterprises are evaluated using the same standards used with all vendors, in support of a consistent, unbiased procurement process. That said, Thrivent has, over the past few years, begun tracking whether a vendor or supplier is a certified minority, women, and disabled veteran business enterprise. To that end, Thrivent has seen an increase in the volume of business awarded to such enterprises.

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

[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:

[Redacted]

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:

[Redacted]

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:

**As noted in Thrivent’s response to question #2, Thrivent has, over the past few years, begun tracking whether a vendor or supplier is a certified minority, women, and disabled veteran business enterprise. To that end, Thrivent has seen an increase in the volume of business awarded to such enterprises.**

7. Additional Comments:

**As a fraternal benefit society, Thrivent Financial for Lutherans is exempt from the filing requirements of AB 53 (Article 10.2. Code Section 927). Section 10970 of Chapter 10 designates the provisions of the Insurance Code that fraternal benefit societies are subject to, and provides for the exemption of all other provisions not expressly designated within Section 10970. Since AB 53 was not included in these general provisions, fraternal benefit societies are exempt from this report filing requirement and the requirements of section Assembly Bill 53. While Thrivent, as a fraternal benefit society, is exempt from the requirements, it has chosen to voluntarily file this report.**

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

**PRIMARY CONTACT**

Contact Name: **Christine Cremer**  
Title: **Sr. Category Manager**  
Phone Number: **920-628-2517**  
Email Address: **christine.cremer@thrivent.com**  
Mailing Address **4321 N. Ballard Rd., Appleton, WI 54919**

**SECONDARY CONTACT**

Contact Name: **Brian Picard**  
Title: **Director, Corporate Procurement**  
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**GENERAL CONTACT**

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