



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

Report Type: **Group**

Group / NAIC Code:

565

Group / Company Name: **Unum 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:

Unum has a long history of supporting Supplier Diversity and recognizes that Supplier Diversity continues to contribute to the overall economic growth and expansion of our markets. Supplier Diversity is a component of Unum's Corporate Social Responsibility commitment. Therefore, it is our company-wide commitment to offer diverse suppliers equal access to business opportunities with Unum. In exchange, we will benefit from the creativity, varied perspective, innovation, and energy that result from a diverse supplier base.

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

Internal Website and Procurement Page

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

Not available online

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:

Unum strives to maximize the value of our supplier relationships and places a high value on diversity as evidenced by our ongoing programs to attract, retain and advance women, minorities and other diverse groups. We have focused on expanding our source of diverse suppliers while maintaining our standards for providing high-quality service delivery. It is the policy of Unum that diverse suppliers should have equal opportunity to participate in the procurement sourcing process. In doing this, we strive to meet our objectives to: Expand the presence of diverse

suppliers in our supplier base, as well as encourage our large suppliers to leverage an inclusive list of suppliers on Unum's behalf. Increase the number of suppliers in our contracting relationships. Create an infrastructure for shared relationships to jointly promote supplier diversity. It is the responsibility of all Unum employees to be inclusive in their daily business decisions when selecting the best suppliers for our company.

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:

• **Minority Supplier Development Council – Unum is a member of the National Minority Supplier Development Council (www.nmsdc.com), which also links us to regional supplier diversity councils throughout the US but particularly in TN, the Carolinas, California, and New England. Our membership in NMSDC helps facilitate business with minority owned companies.**

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

• **The procurement staff at Unum is encouraged to provide outreach and business opportunity to a diverse supplier base. The objective is to ensure minority and women owned business enterprises have the opportunity to compete fairly for our business. Accountability** • **All procurement staff members are encouraged to support Supplier Diversity and provide equal opportunity to prospective suppliers and is a part of their performance evaluations. • All new suppliers must have a supplier classification code defined when they are set up in Purchasing system to simplify tracking & reporting. • We always strive to have First Tier relationships (as opposed to Second Tier) with our diverse suppliers. Our customers and potential customers want their suppliers / providers to have a strong First Tier Supplier Diversity spend and may specifically require that when they select their insurance provider**

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:

Chattanooga Area Chamber of Commerce Minority Business Initiative

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:

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

Member of a certification agency

Member of ethnic chamber of commerce

Member/affiliate of other organization, please specify:

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

Chattanooga Area Chamber of Commerce Minority Business Initiative

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:

Through corporate memberships, Unum supports such organizations as NMSDC and WBENC. Unum recognizes that a company's whole team needs to be diverse, and our suppliers are a critical part of the team working to meet our diverse customers' expectations.

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:

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:

We have incremental annual growth targets

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:

None

7. Additional Comments:

N/A

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

PRIMARY CONTACT

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 Title: **Supplier Diversity Manager**
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SECONDARY CONTACT

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

GENERAL CONTACT

Contact Name: **Terri Ann Brown**
 Title: **Regulatory Analyst**
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 Mailing Address **1 Fountain Sq, Chattanooga, TN 37402**

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Colonial Life & Accident Insurance Company	62049
Provident Life and Accident Insurance Company	68195
Unum Life Insurance Company of America	62235

[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]