



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

Report Type: **Group**

Group / NAIC Code:

4832

Group / Company Name: **Voya Financial, Inc.**

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:

Voya Financial deals with its business partners according to a set of high ethical standards and has strict procurement policies on child labor, environmental issues, health and safety regulations and supplier diversity. We are firmly committed to providing opportunities for equal access to all qualified minority and women owned enterprises (M/WBEs) wishing to do business with us. In addition, we are committed to providing opportunities for equal access to all certified Lesbian, Gay, Bisexual and Transgender (LGBT) owned enterprises. Doing so enhances our relationships with current customers while also improving our ability to attract and retain new business within and outside of target markets.

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

Company website

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

www.voyasuppliers.com

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:

In addition to Voya's supplier diversity policy statement, listed above, Voya attends supplier diversity, Procurement conferences, Minority Business Opportunity Fairs and other forums such as the National Gay and Lesbian Chamber of Commerce forums to promote our commitment to Supplier Diversity. Voya believes that supplier diversity and inclusion should be imbedded into the fabric/culture of our company.

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:

Our communication strategy includes the publishing of our Supplier diversity statement on our external company website. Also, we are able to proactively reach out to diverse suppliers through our membership in DIR which gives us access to a diverse supplier database. Our outreach efforts are not specifically targeted to California diverse businesses.

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

Our supplier diversity strategy is also prominently stated on our company's internal website. A supplier diversity strategy contributes to increased cost savings and overall customer satisfaction. Voya monitors its progress in this important area by consistently streamlining the strategic procurement process to ensure operational efficiency and enhance awareness of the company's procurement plans. Finally, it helps us maintain a process for all potential vendors to compete on an equal basis for goods and services opportunities.

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:

Midwest Minority Supplier Development Council Business Opportunity Fair

MEDIA – advertising, announcements, interviews, webinars, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Social media; please specify:
- 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:

National Gay & Lesbian Chamber of Commerce

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

National Minority Supplier Development Council

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:

Diversity Information Resources (DIR)

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

DIR is a database that allows us to identify diverse suppliers in various locations where we do business. MMSDC Business Opportunity Fair allows us to meet face-to-face with MWBE's.

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:

Standard language in our contracts states our suppliers will make commercially reasonable efforts to provide 5% of services provided under the agreement through certified MWBE's.

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:

N/A

7. Additional Comments:

[Redacted]

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

PRIMARY CONTACT

Contact Name: **Melissa McClintock**

Title: **VP Strategic Sourcing**

Phone Number: **770-980-5496**

Email Address: **melissa.mcclintock@voya.com**

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SECONDARY CONTACT

Contact Name: **Paul King**

Title: **Manager, Strategic Sourcing**

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GENERAL CONTACT

Contact Name: [Redacted]

Title: [Redacted]

Phone Number: [Redacted]

Email Address: [Redacted]

Mailing Address [Redacted]

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Voya Retirement Insurance and Annuity Company	86509
Voya Insurance and Annuity Company	80942
ReliaStar Life Insurance Company	67105
Security Life of Denver Insurance Company	68713
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]

