



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

Report Type: **Individual**

Group / NAIC Code:

10683

Group / Company Name: **Wawanesa General Insurance 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:

At Wawanesa, we strive to develop and maintain positive, lasting relationships in the communities where we work and live. As part of this commitment, we seek to provide equal opportunities to everyone. In dealing with our suppliers, this means encouraging the participation of all businesses in the procurement process, including those owned by minorities, women, disabled veterans, and lesbian, gay, bisexual or transgender (LGBT) persons. Our hope is that partnering with these diverse groups will help them to succeed, while fostering an environment of equality and fair competition in the marketplace. At the same time, these partnerships are valuable to Wawanesa, helping us to continue to expand our diverse network of relationships.

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

Wawanesa's Supplier Diversity Statement appears on our website and it is included in our Supplier Diversity Program brochure.

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

http://www.wawanesa.com/us/california/about-us/about-our-company/diversity-at-wawanesa.html?language_id=1

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:

Wawanesa's Supplier Diversity ProgramThe goal of Wawanesa's Supplier Diversity Program is to attract and support the participation of minority, women, LGBT, and disabled veteran-owned businesses in the procurement process,

through outreach and communications to these groups. Any minority, women, LGBT, or disabled veteran-owned business interested in doing business with Wawanesa is encouraged to submit the Wawanesa Supplier Diversity Application to Wawanesa's Supplier Diversity Office, together with a copy of its business certification from a qualified agency. Wawanesa recognizes minority, women, LGBT, and disabled veteran business enterprises, defined as follows: A "minority business enterprise" is a business located in the United States which meets the following requirements: • at least 51 percent of the business is owned by an individual or individuals representing one or more minority groups; and • one or more of these individuals manage and control the daily operations of the business. "Minority" includes African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans and Asian Indian Americans who provide proof of United States citizenship or legal resident alien status. A "women business enterprise" is a business located in the United States which meets the following requirements:• at least 51 percent of the business is owned by one or more women; and • one or more of these women manage and control the daily operations of the business (and provide proof of United States citizenship or legal resident alien status). A "disabled veteran business enterprise" is a business located in the United States which meets the following requirements:• at least 51 percent of the business is owned by one or more disabled veterans (limited liability companies must be wholly owned by one or more disabled veterans to qualify); and • one or more disabled veterans manage and control the daily operations of the business (the disabled veterans who exercise management and control are not required to be the same disabled veterans who own the business). • To qualify, a disabled veteran business enterprise must be certified by the California Department of General Services. For certification purposes, a "disabled veteran" is a veteran of the U. S. military, naval, or air service who • has a service connected disability of at least 10 percent or more, as declared by the United States Department of Veteran Affairs or the United States Department of Defense; and • is domiciled in California.A "lesbian, gay, bisexual, or transgender business enterprise" is a business located in the United States which exercises independence from any non-LGBT business enterprise and meets the following requirements:• at least 51 percent of the business is owned by one or more LGBT persons who are either U.S. citizens or lawful permanent residents; and• one or more LGBT persons manage and control the daily operations of the business.We accept certifications from the following organizations: • National Minority Supplier Development Council (NMSDC)• Women's Business Enterprise National Council (WBENC) • California Department Of General Services, Disabled Veteran Business Enterprises (DGS) • California Public Utilities Commission (CPUC) • National Gay & Lesbian Chamber of Commerce (NGLCC) We also recognize certifications from local, state or federal government agencies. We do not accept self-certified business enterprises.If a business is not currently certified and would like more information concerning the benefits of becoming a certified minority, women, LGBT, or disabled veteran-owned business, we encourage them to visit the websites for the organizations listed for more information. Our Supplier Diversity Office reviews all completed applications and they are kept on file for future consideration. The vendor information is entered into our database and the business is notified accordingly. Submission of an application and certification of eligibility does not guarantee a contract with Wawanesa.

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:

All new vendors entered into our system are sent a request for information on their diversity status. Along with the letter of inquiry, we include a brochure for Wawanesa's Supplier Diversity Program and an application. The brochure provides our program eligibility requirements and the contact information for our Supplier Diversity Office. For interested vendors and suppliers visiting our website, we have a webpage dedicated to our diversity program. The webpage provides an overview of our program, an application for those who wish to apply, and links to the certification organizations for those seeking additional information on the benefits of becoming certified. We also reach out to prospective vendors and suppliers through meet and greet opportunities and through interaction with those diverse businesses attending the annual Supplier Diversity Summit.

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

Wawanesa's Supplier Diversity Office provides employees involved in the procurement process a supply of our program brochures and applications that can be distributed to prospective vendors and suppliers. Inquiries can be routed to the Wawanesa Supplier Diversity Office directly by mail, telephone, email or fax. Those employees seeking diverse businesses for a procurement opportunity can access our internal diverse vendor database to search for eligible businesses for inclusion in the procurement process.

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:

The California Department of Insurance Annual Supplier Diversity Summit gave us an excellent opportunity to attend an information sharing forum, as well as, a meet and greet opportunity with diverse businesses.

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:

[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

http://www.wawanesa.com/us/california/about-us/about-our-company/diversity-at-wawanesa.html?language_id=1

- 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:

We have recently enlisted CVM Solutions to assist us in identifying diverse vendors and suppliers.

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

Through outreach to all new vendors we have been successful in assisting those diverse businesses interested in becoming certified by providing the contact information of the certifying organizations. The Wawanesa Supplier Diversity Office helps us maint

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? **YES**

If yes, please explain:

Since the inception of our program we have made it a priority to include diverse vendors and suppliers in all our procurement opportunities and to continue to expand our eligible diverse vendor database.

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:

We have made considerable progress in the last two years in the development of our Supplier Diversity Program. Prior to AB 53, we did not have a formal statement or program in place. We have updated our website to include our diversity statement and information on our program. We have developed a Supplier Diversity application and diverse

vendor database. In the last two years the number of eligible diverse vendors in our Supplier Diversity Program has grown considerably, and we have provided thousands of vendors and suppliers with information regarding organizations that provide certification including how to contact them to begin the process.

7. Additional Comments:

[Redacted area]

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

PRIMARY CONTACT

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Title: **Regulatory Compliance Specialist**
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SECONDARY CONTACT

Contact Name: **David G. Fitzgibbons**
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GENERAL CONTACT

Contact Name: **Wawanesa Supplier Diversity Program**
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