



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

Report Type: **Group**

Group / NAIC Code:

**370**

Group / Company Name: **American Family Life Assurance Company of Columbus**

**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:

**Aflac is an active participant in initiatives that support the development of minority, woman-owned, and veteran-owned business enterprises, and their economic development. We maintain memberships in various organizations that support the growth and development of these vendor types.**

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

**website**

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

**<https://new.aflac.com/about-aflac/supplier-information/supplier-diversity.aspx>**

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:

**Aflac has a supplier diversity program that reports directly into our Sourcing & Procurement organization. Additionally we have a Supplier Diversity Program Manager which reports to our Director of Sourcing & Procurement. Aflac supports inclusion of all minority, veterans, disabled veterans, LGBT, women-owned businesses. All firms are encouraged to register as a supplier on our website.**

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:

**While we do not have a specific outreach program for diverse suppliers within the State of California, we do work within our home State of Georgia via the Georgia Minority Supplier Development Council to mentor small diverse businesses within the state.**

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

**We host Supplier Diversity Summits for our internal business units featuring some of the top diverse suppliers within specific categories of spend. This is not limited to just diverse suppliers within our state.**

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:

**Georgia Mentor Protege Program**

**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:

**MBE Magazine, Affinity Magazine**

**ORGANIZATIONS** – membership, affiliation, sponsorship, etc.

- Member of a certification agency
- Member of ethnic chamber of commerce

- Member/affiliate of other organization, please specify:

**Georgia Minority Supplier Development Council**

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

**Georgia 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:

**Georgia Mentor Protege Program**

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

**Aflac's adopted strategies have allowed us the opportunity to meet and mentor at the grass-roots level with small diverse businesses. The small business market is considered core to Aflac.**

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:

**In the past Aflac tracked Tier 2 spend but it was a manual process via excel. We are now implementing by EOY 2015 an automated system which should help us track Tier 2 spend in automated fashion.**

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:

**Aflac's goal was to have our supplier diversity spend at double digits by 2016. This was part of our four year strategy.**

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:

**In 2013 Aflac was recognized by the Georgia Small Business Development Council (GSBDC) and the University of Georgia for supporting the Georgia Small Business Development Center and Entrepreneurs in Georgia.**

7. Additional Comments:

**In 2014 Georgia Minority Supplier Development Council (GMSDC), in conjunction with Business Radio X, featured Wassel Lewis in a segment called "Let's Talk Small Business."**

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

**PRIMARY CONTACT**

Contact Name: **Wassel Lewis**  
 Title: **Director of Sourcing & Procurement**  
 Phone Number: **706-243-5374**  
 Email Address: **wlewis2@aflac.com**  
 Mailing Address **1932 Wynnton Road Columbus, Ga 31999**

**SECONDARY CONTACT**

Contact Name: **Bill Haley**  
 Title: **Supplier Diversity Program Manager**  
 Phone Number: **706-243-6870**  
 Email Address: **bhaley@aflac.com**  
 Mailing Address **1932 Wynnton Road Columbus, Ga 31999**

**GENERAL CONTACT**

Contact Name: **Wassel Lewis**  
 Title: **Director of Sourcing & Procurement**  
 Phone Number: **706-243-5374**  
 Email Address: **supplierdiversity@aflac.com**  
 Mailing Address **1932 Wynnton Road Columbus, Ga 31999**

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Aflac NY	60526
Continental American Insurance Company	71730
American Family Life Assurance Company of Columbus	60380