



CALIFORNIA DEPARTMENT OF INSURANCE  
2015 INSURER SUPPLIER DIVERSITY SURVEY

Report Type: **Group**

Group / NAIC Code:

**761**

Group / Company Name: **Fireman's Fund 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:

**It is the policy of Fireman's Fund Insurance Company ("Fireman's Fund") to provide Minority-owned, Women-owned, Disadvantaged and Disabled-Veteran-owned businesses (collectively "MWDVBEs") an equal opportunity to provide value added products directly and indirectly to Fireman's Fund, which will drive the following benefits:• larger pool of qualified suppliers• cost savings and higher quality products due to increased competition• advanced economic growth in the areas in which we do business• economic advancement for the MWDVBE firms**  
Link to policy statement: [https://www.firemansfund.com/home/global/suppliers\\_vendors/index.html](https://www.firemansfund.com/home/global/suppliers_vendors/index.html)

- 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://www.firemansfund.com/home/global/suppliers\\_vendors/index.html](https://www.firemansfund.com/home/global/suppliers_vendors/index.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.):

**N/A**

If no, please explain why:

**N/A**

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:

**• Supplier diversity at Fireman's Fund is an extension of our overall commitment to Diversity demonstrated by our company policies supporting diversity and inclusion. • The Fireman's Fund Enterprise Vendor Management Office ("EVMO") is encouraged to identify and provide opportunities to qualified MWDVBE firms to compete for our corporate purchases in order to enable their development and growth.committed to delivering the high quality**

standards of service required by Fireman's Fund, which are consistent with our core values of commitment, dependability, caring and inspiration. • We expect our suppliers to promote our common goal of inclusion through their own status as a certified MWDVBE firm or by direct and joint business relationships with diverse suppliers. • Our supplier strategy is designed to identify experienced MWDVBE firms and minority and disadvantaged individuals

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.):

N/A

If no, please explain why:

N/A

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:

• Fireman's Fund leadership attended the CSAA Insurance Group's Supplier Diversity event in April 2014 and met with numerous vendors in attendance. Follow-up meetings were held with officers from Fireman's Fund and representatives from these businesses. • Fireman's Fund was a Member of the National Minority Supplier Development Council - Northern California Chapter and participated in the June 2013 NMSDC professional development seminar, "Minority Supplier Development - Collaborative Strategies", focusing on best practices and lessons learned in cultivating scalable MWDVBEs. • In 2013/2014, Fireman's Fund was a dues-paying member of the National Minority Supplier Development Council - Northern California Chapter. • Fireman's Fund regularly donates to, and participates in, organizations supporting diversity in general and the insurance industry in particular such as the International Association of Black Actuaries, the National Association of Insurance Women, and several other organizations.

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

• We seek out information from all of our suppliers and prospective suppliers to identify those firms who maintain MWDVBE certification and ensure that they are given an equal opportunity to participate in our sourcing and procurement activities.

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:

**CSAA Insurance Group's Supplier Diversity**

**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:

**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

[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:

**• Fireman's Fund had direct contact with diverse Suppliers. • Fireman's Fund had the opportunity to contract with diverse Suppliers when outsourcing and/or obtaining services and/or products from outside parties.**

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? **NO**

b. Please explain:

**N/A**

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:

N/A

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:

**Fireman's Fund has further developed its Supplier tracking database to include MWDVBE certifications during the Supplier registration process. This development allows for registered Suppliers to share MWDVBE certifications they may have.**

7. Additional Comments:

N/A

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

**PRIMARY CONTACT**

Contact Name: **Greg Rush**  
Title: **Director of Procurement**  
Phone Number: **314.817.2845**  
Email Address: **greg.rush@ffic.com**  
Mailing Address **1 Progress Point, O'Fallon, MO 63368**

**SECONDARY CONTACT**

Contact Name: **Noel Douglas Martin**  
Title: **Legal & Compliance**  
Phone Number: **415.899.3414**  
Email Address: **doug.martin@ffic.com**  
Mailing Address **777 San Marin Drive, Novato, California 94998**

**GENERAL CONTACT**

Contact Name: **Frank Alberts**  
Title: **Manager - Insurance Taxes and Data Calls**  
Phone Number: **415.899.2827**  
Email Address: **falberts@ffic.com**  
Mailing Address **777 San Marin Drive, Novato, California 94998**

**LIST OF COMPANIES INCLUDED IN THIS REPORT**

Company Name	Company NAIC Number
<b>American Automobile Insurance Company</b>	<b>21849</b>
<b>Associated Indemnity Corporation</b>	<b>21865</b>
<b>Chicago Insurance Company</b>	<b>22810</b>
<b>Fireman's Fund Indemnity Corporation</b>	<b>11380</b>

Fireman's Fund Insurance Company	21873
Fireman's Fund Insurance Company of Hawaii, Inc.	39500
Interstate Fire & Casualty Company	22829
National Surety Corporation	21881
The American Insurance Company	21857