



CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY

Report Type: Individual

Group / NAIC Code:

68322

Group / Company Name: GREAT-WEST LIFE & ANNUITY 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:

Diversity Policy. The company recognizes the value of a diverse supplier base and strives to include qualified women-owned, minority-owned and disabled veteran-owned businesses (each a "Diversity Supplier") in our competitive bidding process whenever practicable. For help identifying qualified Diversity Suppliers to include in a solicitation, please contact purchasing@greatwest.com.No potential contractor or supplier for goods and services for Great-West will be precluded from consideration on the basis of race, religion, color, sex, national origin, age or disability. Accordingly, every employee with procurement responsibility to either directly or indirectly commit the expenditure of funds or who is involved with procurement decisions for the purchase of goods and services should give consideration to using qualified Diversity Suppliers in a manner that is consistent with state and federal laws and regulations. In addition, each of Great-West's contractors and suppliers are encouraged to provide for the participation of qualified women-owned, minority-owned and disabled veteran-owned businesses.Notwithstanding this Policy Statement, Great-West will not accept a bad business deal or lower quality contractor, supplier, product or services in order to meet this Policy Statement. Quality, price and contractual terms will not be sacrificed in any meaningful way in order to achieve the goals of this Policy Statement.No contractor or supplier shall be considered to be a Diversity Supplier unless the business has certified such status in a form acceptable to Great-West.

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

The statement is included in the Corporate Procurement Policy posted on the "Key Company Policies" Intranet page.

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

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:

In 2014 Great-West created an MWBE project team that implemented the appropriate processes for tracking and reporting, at the ethnicity level, our spend with women-owned, minority-owned and disabled veteran-owned suppliers (“Diversity Suppliers”). We also made changes to the Diversity Policy section of our Corporate Procurement Policy, to encourage the inclusion of Diversity Suppliers in the competitive bidding process whenever practicable. All Great-West employees were required to read and acknowledge the revised Diversity Policy section of our Corporate Procurement Policy through a mandatory CBT course.

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? **NO**

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:

[Redacted]

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

[Redacted]

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:

[Redacted]

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:

[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

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:

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:

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:

In 2014 Great-West created an MWBE project team that implemented the appropriate processes for tracking and reporting, at the ethnicity level, our spend with women-owned, minority-owned and disabled veteran-owned suppliers (“Diversity Suppliers”). We also made changes to the Diversity Policy section of our Corporate Procurement Policy, to encourage the inclusion of Diversity Suppliers in the competitive bidding process whenever practicable. All Great-West employees were required to read and acknowledge the revised Diversity Policy section of our Corporate Procurement Policy through a mandatory CBT course.

7. Additional Comments:

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

PRIMARY CONTACT

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SECONDARY CONTACT

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GENERAL CONTACT

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