



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

Report Type: **Group**

Group / NAIC Code:

**429**

Group / Company Name: **GUARDIAN LIFE INSURANCE COMPANY OF AMERICA**

**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:

**The Guardian Life Insurance Company of America supports diverse suppliers whose product, service quality, and demonstration of customer commitment are consistent with ours, by offering these businesses open access to, and the full opportunity to participate in, the firm's procurement processes. Guardian welcomes the opportunity to do business with certified, diverse suppliers who offer innovative capabilities to address our company's evolving business challenges.**

- 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:

**<https://www.guardianlife.com/about-guardian/supplier-diversity-program>**

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 Guardian's supplier diversity program, a diverse supplier is a for-profit enterprise that is owned, controlled and operated by (1) minority group members (e.g., Hispanic American; Native American; African American), (2) women, (3) U.S. military veterans, or (4) lesbian, gay, bisexual, or transgender individuals. For this purpose, "owned" means that the enterprise is at least 51% owned by such individuals (if the entity is publicly owned, at least 51% of the stock must be owned by one or more such individuals), "controlled" means that such persons actively exercise the power to**

make policy decisions for the enterprise, and “operated” means that such persons are actively involved in the daily management of the business.

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:

**The Guardian Life Insurance Company of America actively reaches out to diverse suppliers through participation in various trade expositions, conferences and events hosted by minority, women, and veteran owned business development organizations.**

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

**We encourage diverse suppliers to acknowledge their diverse status on each request for information, purchase or quote during our procurement process. Our sourcing team utilizes a third party tool to identify and seek out diverse suppliers by specific purchasing category to participate in our sourcing bids.**

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:

**ISM SUPPLIER DIVERSITY EXPO - 2014, 2015 Member of ISM Supplier Diversity Sub-Committee**

**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:

**INSTITUTE OF SUPPLY MANAGEMENT (ISM)**

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

**INSTITUTE OF SUPPLY MANAGEMENT (ISM)**

**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

<https://www.guardianlife.com/about-guardian/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:

**ISM - SUPPLIER DIVERSITY SUB-COMMITTEE**

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

**Added 75 new diverse suppliers from the ISM - Expo and Guardian website for potential future procurement opportunities.**

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:

[Redacted]

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:

[Redacted]

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:

**Increased diverse spend from initial baseline by \$16M  
Conducted information and training sessions for Sourcing Team  
Included diversity questions in all RFI, RFP, and RFQ documents available online  
Created Supplier Diversity Program Mission Statement and brochure  
Created Supplier Diversity page for GuardianLife external website  
Represented Guardian at the Supplier Diversity Expo held at Pfizer Headquarters in Manhattan on April 24,**

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: **MARY HIDALGO**  
 Title: **SR. CHANGE MANAGEMENT LEAD- SUPPLIER DIVERSITY PROGRAM ADMINISTRATOR**  
 Phone Number: **(212) 919-3926**  
 Email Address: **mary\_hidalgo@glic.com**  
 Mailing Address **7 HANOVER SQUARE NEW YORK, NY 10004**

**SECONDARY CONTACT**

Contact Name: **RICHARD JONES**  
 Title: **VICE PRESIDENT - GOVERNMENT RELATIONS**  
 Phone Number: **(212) 598-8338**  
 Email Address: **richard\_jones@glic.com**  
 Mailing Address **7 HANOVER SQUARE NEW YORK, NY 10004**

**GENERAL CONTACT**

Contact Name: **SUPPLIER DIVERSITY MAILBOX**  
 Title: [Redacted]  
 Phone Number: [Redacted]  
 Email Address: **supplier\_diversity@glic.com**  
 Mailing Address [Redacted]

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
GUARDIAN LIFE INSURANCE COMPANY OF AMERICA	64246
GUARDIAN INSURANCE & ANNUITY COMPANY	78778
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
