



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

Report Type: **Group**

Group / NAIC Code:

922

Group / Company Name: **ICW Group**

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:

ICW Group recognizes that diversity vendors are an excellent source of competition to drive the best overall value for ICW Group's purchasing goals. When applicable, ICW Group will make efforts to identify diversity vendors as defined according to California bill AB 53 Section 927 definitions (see Attachment E, Exhibit A) as a source of potential vendors from which to purchase goods and services or to compete in request for proposals. All vendors are encouraged to register and provide updates to their pertinent information, including diversity status, by contacting ICW Group's PVMS department. Additionally, all newly contracted vendors will be required to complete the Attachment No .3 to the ICW Group Agreement (see Attachment E, Exhibit B) as a means of gathering and maintaining diversity status information.

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

Internal documents (Policies, RFXs, supplier questionnaires)

- 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?

NO, but will be creating one within the next 12 months

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:

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.):

We are in the mist of finalizing the program. Looking to have formal criteria in place by the end of 2015 with how the company approaches engagements with diversity suppliers.

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:

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

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:

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

[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:

[Redacted]

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:

Through discussions with our primary suppliers we encourage them to use diverse businesses. We continue to review how to include more specific actions to encourage and seek MBEs.

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:

We continue to develop a formal diversity program within the company. our MBE spend from 2013 to 2014 has more than doubled. We have completed a supplier diversity statement since the 2013 Insurer Supplier Diversity Survey.

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: **Deb Skinner-Garica**
Title: **Manager, PVMS**
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Mailing Address **11455 El Camino Real, San Diego, CA, 92130**

SECONDARY CONTACT

Contact Name: **Adam Gottsch**
Title: **Analyst, PVMS**
Phone Number: **858.480.8129**
Email Address: **agottsch@icwgroup.com**
Mailing Address **11455 El Camino Real, San Diego, CA, 92130**

GENERAL CONTACT

Contact Name:
Title:
Phone Number:
Email Address:
Mailing Address

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Insurance Company of the West	27847
Explorer Insurance Company	40029
Explorer American Insurance Company	24635