



CALIFORNIA DEPARTMENT OF INSURANCE  
2015 INSURER SUPPLIER DIVERSITY SURVEY

Report Type: **Individual**

Group / NAIC Code:

**65935**

Group / Company Name: **Massachusetts Mutual Life Insurance Comapny**

**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:

**MassMutual actively seeks diverse suppliers from underserved communities for inclusion in competitive bids and awarding of contracts. Diverse businesses and those from underserved communities are defined as: for-profit, U.S. based and at least 51% owned by a woman, ethnic minority, LGBT, veteran and/or individual(s) with a disability or has received certification as a HUB-Zone or small business from a state or federal agency. Owners should be able to demonstrate day-to-day control and management of the company. Certification by a recognized third party is encouraged, but not required. Recognized third parties include: National Minority Supplier Development Council (NMSDC) Women's Business Enterprise National Council (WBENC) National Gay & Lesbian Chamber of Commerce (NGLCC) U.S. Business Leadership Network (USBLN) <https://www.massmutual.com/about-us/contact-us/vendor-information>**

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

**MassMutual website, procurement internal website**

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

**<https://www.massmutual.com/about-us/contact-us/vendor-information>**

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:

**Our Supplier management department is in charge of furthering our efforts for supplier diversity. They partner with the**

procurement department to include diverse suppliers in RFP, they partner with the local women and minority owned business councils for supplier diversity training, they hold diverse owned supplier fairs, they perform diverse supplier mentoring and attend training and seminars on diverse owned suppliers. They provide reporting on the diverse owned businesses that MassMutual does business with which is also scrubbed by a 3rd party so that nothing is missed or incorrectly categorized.

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:

**MassMutual holds diverse owned supplier fairs, they do mentoring with our top diverse owned suppliers, we attend local and regional events (like the golf event put on by the new England chapter of the minority owned council), training and company roundtables. CA diverse owned suppliers may be invited and attend these types of events and programs.**

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

**Internally we have done training for our supplier management, procurement and top supplier managers in teh business on the history of supplier diversity and why it is important. we also provide them with reports on how their supplier mix is doing on diverse versus non diverse spend. The internal employees are also invited to participate in mentoring, supplier fairs and governance of diverse owned suppliers.**

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:

**We hosted a diverse owned supplier fair, we have started our own mentoring program for our larger diverse owned suppliers, we have attened the company rountable in NYC put on by Travelers on supplier diversity, we are attending CELEBRASIAN in maryland, we**

**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:

**diversity inc**

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

Member of a certification agency

Member of ethnic chamber of commerce

Member/affiliate of other organization, please specify:

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

**New England Minority 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:

**WBEC**

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

**They have made it easier to identify the right diverse owned suppliers for us to look into as a company. it has cut down our research time significantly.**

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? **YES**

b. Please explain:

**we track tier 2 spend with diverse suppliers from all of our Tier 1 suppliers. we have also added on our standard boilerplate master agreement that suppliers will provide us with their tier 2 reporting at least once annually.**

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:

**10% of our overall spend by then end of 2016 and increase the # of diverse owned suppliers that we are using.**

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:

**MassMutual is now in the diversity inc Top 50 partly because we began mentoring and tracking tier 2 spend.**

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**

Contact Name:   
Title:   
Phone Number:   
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