



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

Report Type: **Individual**

Group / NAIC Code:

37850

Group / Company Name: **Pacific Specialty 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?

NO

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:

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

- 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:

Pacific Specialty invites information by physical mail about goods and services from all individual and corporate business owners that serve our industry. This has and will continue to encompass us receiving information from, and providing business opport

2. Does your company / group have a supplier diversity program?

NO

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.):

If no, please explain why:

Pacific Specialty invites all vendors to send materials about goods and services to our corporate office. From those solicitations we evaluate the qualities and services against our needs. We are a small company that does not require a large menu of vendors, but invite all possible options.

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:

We do not have a formal outreach program and look to available and known vendors to service our needs. Most of our outreach is informal and takes place at trade shows or conventions or in response to a solicitation we have received. We evaluate the quality and types of services offered, against our needs.

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

We do not have a formal outreach program and look to available and known vendors to service our needs. Most of our outreach is informal and takes place at trade shows or conventions or in response to a solicitation we have received. We evaluate the quality and types of services offered, against our needs.

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: **PSIC has Facebook and Twitter accounts.**
- 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:

As a small company we try to use our advertising in the most efficient way to gain name recognition in the insurance community. As such, all of our online or television advertising offers an opportunity for outreach to any possible vendor who is willing t

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:

Improving our own supplier diversity and tracking our own vendor contracts continues to be our goal. We currently have no system to track our suppliers' suppliers and do not plan on implementing such an onerous process anytime soon.

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 have developed a tracking system that allows us to find diverse vendors and count our diverse spend among our current group of vendors. This is an enhancement from our inability to track prior to 2013.

7. Additional Comments:

We hope to improve our vendor tracking to allow us to further categorize our types of spend and determine which of our current vendor pool qualifies as diverse vendors. We had a low response to our first few requests for survey responses, we hope to find out more as time goes by and we sign up new vendors.

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

PRIMARY CONTACT

Contact Name: **Kara Holzwarth**
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SECONDARY CONTACT

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GENERAL CONTACT

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