



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

Report Type: **Group**

Group / NAIC Code:

458

Group / Company Name: **Protective Life Insurance 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?

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:

Protective does not have a separate policy for supplier diversity; instead, the company holds a firm commitment to its equal employment opportunity policy which impacts all aspects of its business and employment practices, including the procurement of goods

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:

Protective does not have a formal supplier diversity program; however, the company holds a firm commitment to its equal employment opportunity policy which impacts all aspects of its business and employment practices, including the procurement of goods and services.

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:

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 the past two years, the company has participated in the following activities to encourage supplier diversity:- Invited several local minority companies to present their services to senior leaders at Protective;- The company participated in the initial planning of a Procurement Summit for minority companies and joined the event's panel to discuss ways in which minority companies can get more business in the community;

7. Additional Comments:

While the company does not have a formal supplier diversity policy or program, the company has maintained a consistent commitment to equal employment opportunities.

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

PRIMARY CONTACT

Contact Name: **Kenneth Byrd**
Title: **2 VP BPI and Vendor Management**
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SECONDARY CONTACT

Contact Name: **Whitney Bolen**
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GENERAL CONTACT

Contact Name: **Ronald Wall**
Title: **Senior Vendor Management Analyst**
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LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Protective Life Insurance Company	68136
West Coast Life Insurance Company	70335