



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

Report Type: **Individual**

Group / NAIC Code:

10945

Group / Company Name: **Tokio Marine America 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?

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:

Policy StatementAs a subsidiary of a Japanese insurance company, Tokio Marine North America, Inc. and the U.S. operations of the Tokio Marine Group ("TMNA"), value diversity and inclusion in all aspects of our business. We understand the need to form diverse teams and to attract business partners with a wide range of backgrounds and points of view. We are committed to seeking and identifying diverse suppliers, minority-owned, women-owned and disabled veteran-owned businesses and to offer them an opportunity to compete in the procurement process and do business with TMNA.

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

Tokio Marine Management and Insurance Companies outward facing website as well as intranet

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

<http://tokiomaringroup.com/SupplierDiversity.html>

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:

Although most of Tokio Marine North America Group's supplier/vendor contracts are national to cover multiple companies and offices across the country and are issued out of the New York home office, for some California specific business needs, the Company issues an RFP and encourages minorities and women owned business to participate. As described on the website, minority and women owned businesses are able to register and be contacted and considered

for opportunities that fit their skill set and expertise.

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?

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:

The Company's large national suppliers/vendors such as Staples have supplier diversity programs in place.

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:

[Redacted]

7. Additional Comments:

[Redacted]

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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