



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

Report Type: **Individual**

Group / NAIC Code:

79413

Group / Company Name: **UnitedHealthcare 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:

UnitedHealth Group seeks to promote the development of diverse businesses by providing them with an opportunity to compete for discretionary spend associated with third-party contracts and order fulfillment with the corporation and individual operating units. Purchased goods and services will be made from qualified diverse suppliers where possible, consistent with this policy and the efficient performance of our operations. This policy supports our customers' expectations and our efforts to responsibly grow and expand our business in the markets we serve. UnitedHealth Group Enterprise Sourcing & Procurement's mission focuses upon diverse business suppliers that meet the certification standards prescribed by one of the following organizations: the National Minority Supplier Development Council, the Women Business Enterprise National Council and the U. S. Veterans Administration. UnitedHealth Group also recognizes historically underutilized business classifications as characterized by city, state, and local government agencies. UnitedHealth Group's Enterprise Sourcing and Procurement Senior Vice President sponsors enterprise-wide oversight of UnitedHealth Group's diverse supplier program for alignment of corporate and customer objectives with strategies and tactics to achieve the diverse supplier program commitments. The UnitedHealth Group Supplier Diversity Associate Director is responsible for the coordination of this policy, working with Enterprise Sourcing and Procurement to establish a diverse supplier portfolio and to assist UnitedHealth Group's business in its efforts to meet client commitments.

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

Our Supplier Diversity policy statement is not available externally

- 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?

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:

Strengthening the diverse business community contributes to the overall economic growth and expansion of the nation's most rapidly expanding market segments. That's why at UnitedHealth Group, we actively seek to partner with diverse suppliers that reflect the multicultural markets we serve. Our sourcing teams actively work to identify opportunities for minority-owned, women-owned, veteran-owned, and other Historically Underutilized Business. We also work with state and local government agencies, minority business groups and advocacy organizations to identify sourcing opportunities for diverse suppliers where possible. We are corporate members of the National Minority Supplier Development Council (NMSDC) and the Women Business Enterprise National Council (WBENC). We also support 24 NMSDC regional affiliate councils throughout the US and nine states through our affiliations with WBENC. We recognize the following minority / women and veteran business classifications as described by the NMSDC, WBENC and US Department of Veteran Affairs. **Minority Business Enterprise (MBE)** An enterprise that is 51% owned, operated and controlled by minority group members. **Women-Owned Business Enterprise (WBE)** An enterprise that, regardless of ethnic background, is 51% owned, operated and controlled by a woman or women. **Veteran-Owned Business Enterprise (VBE)** An enterprise that is 51 percent owned, operated, and controlled by individuals who have served in the U.S. military armed services. To be included in UnitedHealth Group's Supplier Diversity Program, we require suppliers to be certified as minority, women or veteran owned businesses by a third party certification agency. Such examples include: the National Minority Supplier Development Council (NMSDC), the Women's Business Enterprise National Council (WBENC), the US Department of Veteran Affairs or any city, state or regional third party certification agency.

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:

Our sourcing teams actively work to identify opportunities for minority-owned, women-owned, veteran-owned, and other Historically Underutilized Business. We also work with state and local government agencies, minority business groups and advocacy organizations to identify sourcing opportunities for diverse suppliers where possible.

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

Our Supplier Diversity team provides a monthly newsletter to employees to highlight the success stories with diverse suppliers and their positive contributions to our supply chain.

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 attend the National Minority Supplier Development Council's annual convention each year in order to identify diverse suppliers with national capabilities that meet the needs of our sourcing teams.

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:

None at this time.

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:

We are corporate members of the NMSDC & WBENC

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

<http://unitedhealthgroup.com/Diversity/Suppliers.aspx>

- 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:

NMSDC National Program Manager's Seminar.

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

The NMSDC has provided seminars that have greatly assisted with developing the strategy for our Supplier Diversity Program.

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 launched the pilot for our Second Tier program in June 2015.

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:

Supplier Diversity goal are set each year and are now included as a part of our Buying teams compensation plans.

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:

One of the recent updates to our Supplier Diversity program has been the launch of our Second Tier program.

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:
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