



Supplier Diversity

What is Supplier Diversity?

- Supplier Diversity is a proactive business program which encourages the participation of minority, woman, veteran or LGBT owned businesses in sourcing initiatives.
- Supplier Diversity at Grange is intended to provide opportunities for minority, women, veteran or LGBT owned businesses to compete for our business.
- Grange's Supplier Diversity program is administered by Procurement and is embedded in the strategic sourcing process.
- Procurement's mission is to provide services that improve the ease of doing business, advance corporate strategic objectives, manage contractual relationships, minimize risk, and enhance profitability. In accomplishing this mission, we recognize the value of a diverse supply base.

What is a Diverse Supplier?

- A diverse supplier is a business enterprise that is 51% owned, operated and controlled by a minority, woman, veteran or LGBT and certified as such by one of the following organizations:
 - National Minority Supplier Development Council (NMSDC) or Regional Affiliates
 - Women’s Business Enterprise National Council (WBENC) or Regional Affiliates
 - National Veteran-Owned Business Association (NaVOBA)
 - National Gay, Lesbian Chamber of Commerce (NGLCC) or Regional Affiliates
- Diverse supplier classifications:
 - African American
 - Hispanic
 - Native American
 - Asian Pacific
 - Asian Indian
 - Woman
 - Veteran
 - Lesbian, Gay, Bisexual, Transgender

Business Qualifications

Prospective suppliers must meet certain qualifications to do business with Grange.

- Financial Stability – must have a good credit rating and provide a stable financial report
- Established Business – must be in business for one year
- Insurance Requirements – (see next slide)
- US Federal Taxpayer ID – must provide this number to Grange
- Quality Standards – must provide high quality products and professional services competitive within the industry
- Competitive Pricing/Most Favored Customer – must offer prices that are competitive within the industry
- Background Checks on Employees – must perform background check and drug screens on employees before doing business with Grange
- Compliance with Grange's Travel Policy – must comply with Grange's travel policy for reimbursement
- Email – must be able to correspond via email
- Legal Counsel – must provide Grange with quick access to legal counsel
- Legal Title – must have legal, marketable title to all products and services offered

Insurance Requirements

- The supplier, its employees, agents, third-parties or other affiliated individuals shall at their expense maintain in full force and effect throughout the term of the Agreement insurance coverage with a carrier that includes:
 - Workers' Compensation – Statutory Compliance;
 - Employer's Liability: \$500,000 per occurrence, or the minimum required by law;
 - Comprehensive General Liability (Bodily Injury and Property Damage): \$1,000,000
 - Comprehensive Auto Liability (Bodily Injury and Property Damage)(Owned and Non-Owned): \$1,000,000
 - Professional Errors & Omissions: \$1,000,000
 - Rated at least A by A.M. Best
 - Authorized to do business in the states where services are performed

Frequently Asked Questions

- What do I do after I register?
 - There is no further action required. Your information will remain in our system and you will be contacted by a member of the procurement team if an opportunity arises.
- What criteria does Grange use in selecting a minority supplier?
 - We look for products or services that can fulfill the developed requirements by our internal associates.
- What is certification?
 - It's a validation from a third party organization that your company is 51% owned, operated and controlled by a minority, woman, LGBT, or veteran.
- Does certification guarantee a supplier's ability to conduct business with Grange?
 - No, certification only guarantees that a company qualifies to be considered.
- Is certification required to do business with Grange as a diverse supplier?
 - Yes, only companies that are certified will qualify as a diverse supplier.
- Who may I contact for registration assistance or additional questions?
 - Please contact us at supplierregistration@grangeinsurance.com

Disclaimer

- Grange's support of supplier diversity is intended only as a basic guideline and does not constitute a request for proposal, a request for qualifications, or other form of solicitation or offer.
- A diverse supplier is not guaranteed Grange's business.
- Grange reserves the right to update or modify its procurement process without notice or liability.

Corporate Support

“Partnering with a diverse supplier base to provide products and services that meet or exceed customer needs enables Grange to serve consumers and agents to the best extent possible. This is another way to maintain a competitive advantage and highlight our brand in communities where we do business.”

Priscilla A. Hammonds
AVP, Diversity & Inclusion
Grange Insurance