



DIVERSITY  
makes us  
stronger

Supplier  
Diversity  
Program



**Allstate**  
You're in good hands.

We all live and work in the same places, share the same hopes, see the same needs. And businesses have unique opportunities to make a difference every day.

We established the Supplier Diversity Program to ensure the inclusion of diverse businesses in the competitive bidding process at Allstate. Additionally, this program supports our commitment to provide quality products and services to our customers while delivering outstanding value to our shareholders. Since the program began in 2003, we have steadily increased the procurement of goods and services with diverse suppliers. In 2012, Allstate spent \$304 million with these diverse businesses, and we are committed to increasing our spend.



“As Allstate’s Chief Procurement Officer, I’m responsible for leading and sponsoring Allstate’s Supplier Diversity Programs. We spend about \$8 billion each year with external suppliers, and part of my job is to make sure that the **diversity we value in our workforce and in our communities is also reflected in our supply chain.**”

—**Cheryl A. Harris**  
*Senior Vice President and  
Chief Procurement Officer*

At Allstate, supplier diversity is a key business imperative. It’s a way to support the **customers and communities that support us** and helps small and diverse businesses grow. The **strategic partnerships** we forge with suppliers not only create a positive impact in our community but also **drive value for our company**, today and in the future.”

## Certification requirements

To be eligible for the Allstate Supplier Diversity Program, businesses must be at least 51 percent owned and operated by minorities, veterans or women, certified as an LGBT-, minority-, veteran-, or woman-owned business, and provide proof of certification through one of the following organizations:

- > National Gay and Lesbian Chamber of Commerce (NGLCC) — Business advocate and direct link between gay, lesbian, bisexual and transgender (LGBT) business owners, corporations and government. Visit <http://www.nglcc.org> for more details.
- > National Minority Supplier Development Council (NMSDC) — One of the country's leading business membership organizations, NMSDC certifies minority business enterprises (Asian, Black, Hispanic and Native American) and provides a direct link to corporate America. Visit <http://www.nmsdc.org/nmsdc> for more details.
- > Women's Business Enterprise National Council (WBENC) — Nation's leading advocate of woman-owned businesses as suppliers to America's corporations and certifier of businesses owned, controlled, and operated by women in the United States. Visit <http://www.wbenc.org> for more details.
- > The Department of Veterans Affairs (VA) — Assists veteran business owners in registering their business in the Secretary's database of veteran-owned small businesses and enables corporate representatives to easily identify service-disabled veteran-owned small businesses (SDVOSBs) and VOSBs eligible for procurement opportunities. Visit <http://www.vetbiz.gov> for more details.

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We also accept certification from local, state, or federal government agencies.

For more information about the Allstate Supplier Diversity Program, please visit [www.allstate.com/procurement](http://www.allstate.com/procurement)



# Supplier diversity programs

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Allstate Supplier Diversity Exchange  
Allstate Mentoring Program



## Allstate Supplier Diversity Exchange

We launched the Allstate Supplier Diversity Exchange in 2008 to provide an opportunity for businesses owned by minorities, women, veterans, people with disabilities, and members of the LGBT community to build relationships with Allstate and Allstate's prime suppliers. These events are built around networking—with key Allstate decision makers, major suppliers and strategic partners, as well as with other diverse business owners.

In addition, business owners participate in one-on-one meetings with Allstate staff members, peer companies and existing suppliers and attend valuable panel discussions. While attendance at this event does not guarantee business, many have had the opportunity to compete for a bid and a large number have won business since the program began.

To learn more, visit [www.allstate.com/procurement](http://www.allstate.com/procurement)



## Allstate Mentoring Program

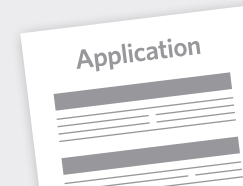


Launched in 2012, the Allstate Mentoring Program is designed to strengthen diverse businesses by helping mentees work on their business—not in it—and by providing insight into doing business with large corporations. The program includes a series of live and virtual sessions focused on leadership and employee development, financial management, sales and marketing, and technology improvement.

The program is designed for businesses that meet the following criteria:

- > Certified diverse supplier
- > Annual revenues over \$150,000
- > In business for at least five years
- > At least one senior officer must attend all sessions

### How to apply for the mentoring program:



*All applicants must submit a completed application for review by an internal rating committee. For more information about applying for the Allstate Mentoring Program, please visit [www.allstate.com/procurement](http://www.allstate.com/procurement)*

The best candidates for the Allstate Mentoring Program are diverse businesses that offer products and services that Allstate purchases, e.g.:

- > Accounting/Financial/Investment Services
- > Administrative/Back Office
- > Processing/Call Service Centers
- > Advertising Agency Services
- > Consulting Services
- > Corporate Relations Services
- > Data
- > Direct Marketing
- > Education and Training
- > Facility Products/Services
- > Inspections/Screenings
- > Insurance Claim-Related Services
- > Interactive Marketing
- > Marketing
- > Paper
- > Printing
- > Relocation Services
- > Subscription Services
- > Technology
- > Telephony/Communications
- > Travel-Related Services
- > Workforce Solutions



Allstate has a rich history of inclusive diversity, beginning in 1960 with our commitment to equal pay. Since then, we have gone on to establish numerous programs and initiatives designed to leverage the power of diversity to strengthen our company, our community, and the society we live in.

“At Allstate, inclusive diversity is a **competitive advantage**. It is the breadth of our differences that defines us, makes us stronger, and enables us to better serve our 17 million customers. Diversity is about people, and people are the key to our success.

Few companies can match our **history of inclusive diversity**. Beginning in 1960, Allstate has been committed to strategic initiatives and partnerships that strengthen our company and community while **creating value for shareholders**. Today, we continue to build on our successful legacy by introducing new diversity programs that are **integrated into the fabric of our business strategy**. Our clear strategic direction and strong values will ensure we remain at the forefront of **driving change**.”

—**Thomas J. Wilson**  
*Chairman, President, & CEO*

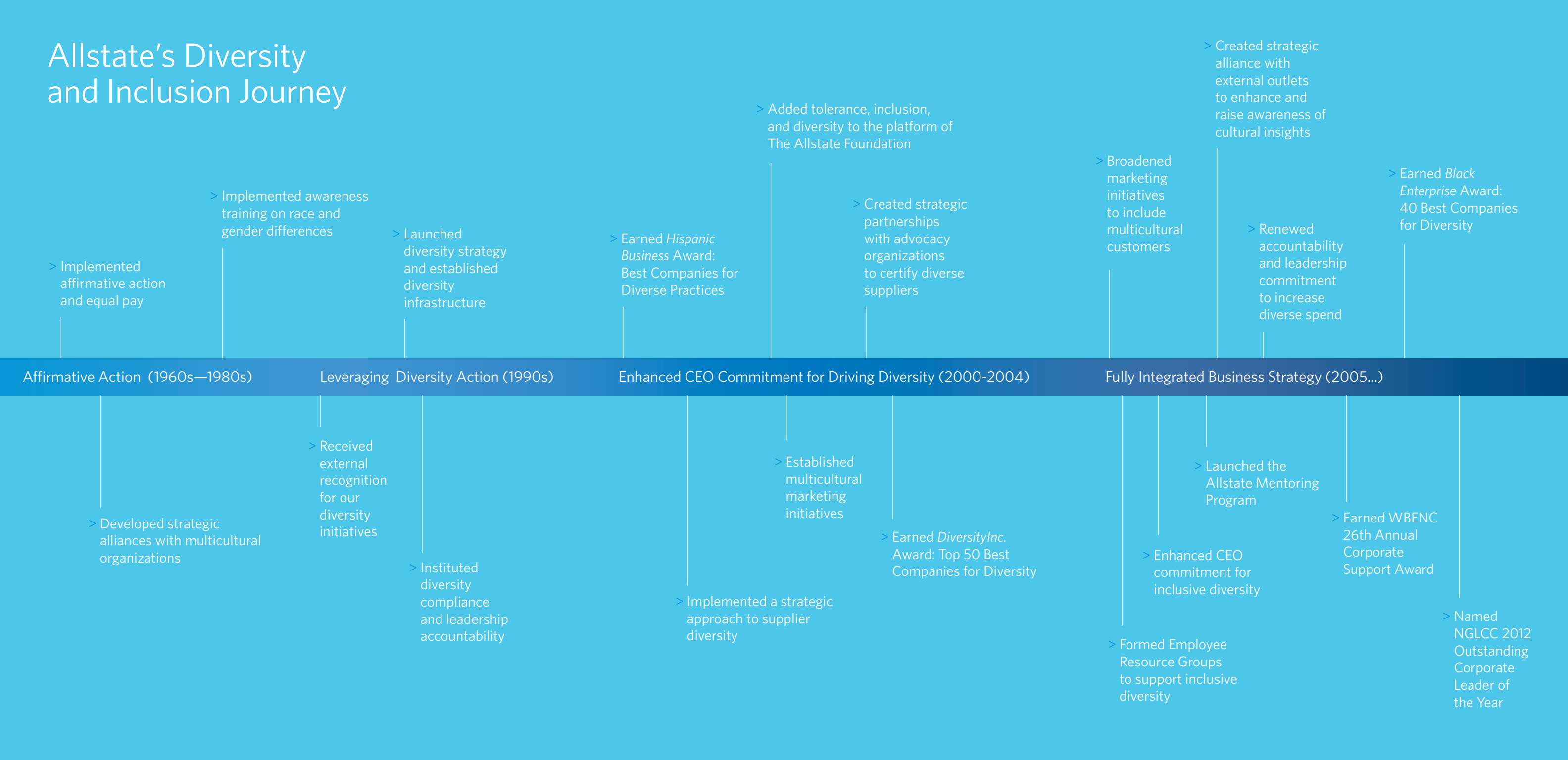
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## The Allstate Foundation

Our core goal is to help Americans realize their hopes and dreams by connecting people through innovative programs that drive social change. We focus on two signature program areas to achieve maximum impact: Teen Safe Driving Program and Domestic Violence Program. To learn more, visit [www.allstate.com/foundation](http://www.allstate.com/foundation).



# Allstate's Diversity and Inclusion Journey







**At Allstate, we are committed to inclusive diversity  
to make us stronger as a company and as a community.**

If you'd like to learn more about any of  
Allstate's Supplier Diversity programs, please visit

***[www.allstate.com/procurement](http://www.allstate.com/procurement)***



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## About Allstate

*We are The Good Hands People®:* We help people realize their hopes and dreams through products and services designed to protect them from life's uncertainties and to prepare them for the future.

Our strategic vision is to reinvent protection and retirement for the consumer.

We value honesty, caring and integrity, inclusive diversity, engagement, accountability and superior performance.

Our goal is to grow the value of our company for our customers, our associates, our shareholders, our communities and society.

Learn more about Allstate by visiting [www.allstate.com](http://www.allstate.com)



**Allstate®**  
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