

## Supplier Diversity Program Glossary of MWBE Terms

Please use these definitions when completing your MSA Supplier Registration Form:

**Small Business** -- A small business concern, including its affiliates, which is independently owned and operated, is not dominant in the field of operation in which it is competing and can further qualify under the criteria concerning the number of employees, average annual receipts, or other criteria as defined by the Small Business Act 3 and relevant regulations promulgated pursuant thereto. (See Code of Federal regulations, Title 13, Part 121, as amended, which contains detailed industry definitions.

**Large Business** -- Other than small.

**Disadvantaged-Owned and Controlled** -- A Disadvantaged Business Concern is a business concern: which is at least 51% owned by one or more socially and economically disadvantaged individuals; or, in the case of any publicly-owned business, at least 51% of of the stock of which is owned by one or more socially or economically disadvantaged individuals; and whose management and daily business operations are controlled by one or more such individuals.

Socially and economically disadvantaged United States citizens include:

Black Americans

Native Americans (American Indians, Eskimos, Aleuts, and Native Hawaiians)

Hispanic Americans (U.S. citizens whose origins are from Mexico, Puerto Rico, Cuba, Central America, South America, the Caribbean, and the Iberian Peninsula, including Portugal)

Asian-Pacific Americans (U.S. citizens whose origins are from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Territories of the Pacific, Northern Mariana Islands, Laos, Cambodia, or Taiwan)

Asian-Indian Americans (U.S. citizens whose origins are from India, Pakistan or Bangladesh)

Hasidic Jewish Americans

Other (minorities or any other individuals found to be disadvantaged by the Small Business Administration, or to be disadvantaged by the SBA pursuant to section 8(a) of the Small Business Act.)

**Women-Owned and Controlled** -- A business concern that is at least 51% owned by a woman or women who are U.S. citizens and who also control and operate the business. Women as a class are not considered to be socially and economically disadvantaged.

"Control" in this context, means exercising the power to make policy decisions.

"Operate" in this context, means actively involved in the day-to-day management.

**Protected Workshop** -- A non-profit organization employing primarily handicapped persons.

**Service Disabled Veteran-Owned and Controlled (DBVE)** -- A business concern that is at least 51% owned by a Service Disabled Veteran who is a U.S. citizen and who also controls and operates the business

"Control" in this context, means exercising the power to make policy decisions.

"Operate" in this context, means actively involved in the day-to-day management.

**Veteran-Owned** -- A business concern that is at least 51% owned by a Veteran who is a U.S. citizen and who also controls and operates the business.

"Control" in this context, means exercising the power to make policy decisions.

"Operate" in this context, means actively involved in the day-to-day management.

**HUBZone** -- Certified by SBA based on the following criteria:

It is a small business.

It is located in an "historically underutilized business zone."

It is owned and controlled by one or more U.S. Citizens.

At least 35% of its employees reside in a HUBZone.

**Lesbian, Gay, Bisexual and Transgender Owned and Controlled**

A business concern that is at least 51% owned by a Lesbian, Gay, Bisexual or Transgender who are U.S. Citizens and who also control and operate the business.

**Foreign-Owned** -- Any concern whose principal base of operations, territories and possessions is located outside the 50 United States.