



## MINORITY CLASSIFICATIONS

A minority person is a citizen of the United States who is African American, Hispanic, Native American, Asian Pacific, or Asian Indian.

**African American** is a US citizen who has origins in any of the African racial groups of Africa, and is regarded as such by the community of which the person claims to be a part.

**Hispanic American** is a US citizen of true born Spanish heritage from any of the following countries or regions: Mexico, Puerto Rico, Cuba, Central or South America. Hispanic may not have European ancestry.

**Native American** includes persons who are American Indians, American Eskimos, American Aleuts or Native Hawaiians. American Indians must be documented members of a North American Tribe, band or otherwise organized group or native people who are indigenous to the Continental United States.

**Asian American** is a US citizen whose origins are from Asia or the Indian subcontinent, including but not limited to Japan, China, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Samoa, Guam, Northern Mariana Islands, India, Pakistan or Bangladesh.



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## **MINORITY OWNED BUSINESS**

A minority-owned business (MBE) is a business concern: (a) Which is at least 51 percent unconditionally owned by one or more minority individuals; or in the case of any publicly-owned businesses, at least 51 percent of the stock of which is owned by one or more minority individuals; (b) Whose management and daily business operations are controlled by one or more of such individuals.

## **WOMEN OWNED BUSINESS**

A Women Business Enterprise (WBE) is owned and controlled by Women Individuals or in the case of a publicly owned business at least 51% of the stock is owned by women. One or more of the owners must control the management and daily business operations.

## **CERTIFICATION REQUIREMENTS**

Many of our customers require that we report our supplier diversity spend on a regular basis. In most cases, they require that our minority and women owned business suppliers are certified by a national organization. To ensure that we comply with this requirement, we ask that our diverse suppliers provide us with a copy of their certification. If you are a supplier that has not been certified, we encourage you to do so. If you require more information on this topic please contact us.

Some of the national organizations that our suppliers can use to become certified are:

- National Minority Supplier Development Council, Inc. (NMSDC) and Regional Councils

1040 Avenue of the Americas

Second Floor

New York, New York, 10018

Tel. (212)944-2430

Fax (212)944-2430

[www.nmsdcus.org](http://www.nmsdcus.org)

- Women's Business Enterprise National Council (WBENC)

1120 Connecticut Ave, NW

Suite 950

Washington, DC 20036

Tel. (202)872-5515

Fax (202)872-5505

[www.wbenc.org](http://www.wbenc.org)

- National Women Business Owners Corporation (NWBOC)

1001 W. Jasmine Drive

Suite G

Lake Park, FL 33403

Tel. (800)657-5066

Fax (800)881-7364

[www.nwboc.org](http://www.nwboc.org)