



## Minimum Eligibility Requirements for Diversity Certifications

### Criteria for MBE Certification – Based on [NMSDC's](#) Specifications

- United States citizens.
- Minority businesses must be at least 51% minority-owned, managed and controlled. For the purposes of NMSDC's program, a minority group member is an individual who is at least 25% Asian-Indian, Asian-Pacific, Black, Hispanic or Native American. Minority eligibility is established via a combination of document reviews, screenings, interviews and site visits. Ownership, in the case of a publicly owned business, means that at least 51% of the stock is owned by one or more minority group members.
- Must be a for-profit enterprise and physically located in the U. S. or its trust territories.
- Management and daily operations must be exercised by the minority ownership member(s).

### Criteria for WBE Certification – Based on [WBENC's](#) Specifications

- Majority (at least 51%) ownership by one or more women
- Demonstrated proof of female management and control of business
- Unrestricted female control of the business in legal documents and day-to-day operations
- A woman holding the highest defined title in the company's legal documents
- Documented evidence of female contribution of capital and/or industry expertise
- Status of U.S. Citizenship or Legal Resident Alien for woman owner(s) constituting majority ownership

### Criteria for LGBTBE Certification – Based on [NGLCC's](#) Specifications

- Fifty-one percent (51%) ownership by an LGBT person or persons.
- Proof of effective management of the business (operating position, by-laws, hire-fire and other decision making roles).
- Control of the business as evidenced by signatory power on loans, leases and contracts.
- Contribution of capital and/or expertise.
- Must establish LGBT status via documentary evidence.
- U.S. Citizenship or U.S. Resident Alien Status.

### Criteria for VBE Certification – Based on [NVBDC's](#) Specifications

- A person who served full-time (24/7) "Active Duty" service in the United States "Armed Forces" for a minimum of **180 Consecutive Active Duty Days**, less training and breaks there within according to the following statutory and regulatory Legislation: *Title 5 USC § 2108; Title 38 USC § 101(21)(22), Title 38 USC § 1965 (1)(5), Title 38 CFR § 3.6; Title 38 USC §4211 (4).*



Criteria for DOBE Certification – Based on [Disability:IN's](#) Specifications

- At least 51 percent of the business is owned by disabled individuals, or in the case of a publicly-owned business, at least 51 percent of the stock is owned by one or more such individuals, i.e., the management and daily operations are controlled by those minority group members.
- Disability is defined as a physical and/or mental impairment that substantially limits one or more major life activities.

Criteria for 8(a) Certification – Based on [SBA's](#) Specifications

- Be a small business
- Not have previously participated in the 8(a) program
- Be at least 51% owned and controlled by U.S. citizens who are socially and economically disadvantaged
- Have a personal net worth of \$750 thousand or less, adjusted gross income of \$350 thousand or less, and assets totaling \$6 million or less
- Demonstrate good character
- Demonstrate the potential for success such as having been in business for two years
- 8(a) certification lasts for a maximum of nine years. The first four years are considered a development stage and the last five years are considered a transitional stage. Continuation in the program is dependent on staying in compliance with program requirements.
- The federal government fully defines who qualifies for the 8(a) program — including what counts as being socially and economically disadvantaged — in Title 13 Part 124 of the Code of Federal Regulations.