

What is a Diverse Supplier?

At Citrix, a Diverse Supplier is defined as a business owned by an underrepresented group/person whether registered with an official certifying body or not, including Small Business Enterprises (SBE). ****SBEs are organizations with a maximum of 1500 employees AND a maximum of \$50 million in annual revenue; this diversity classification is not predicated upon the owner's race and background.*

U.S. (Domestic) Based Diversity Classifications

The list below represents the domestic diversity classifications recognized in the United States. Citrix Systems has partnered with ConnXus to expand our ability to enrich our data and identify additional U.S. based diversity suppliers and their classifications within our existing supplier base.

A few companies are certified for more than one diversity group. To ensure no duplication of spend in our quarterly supplier diversity reporting to our clients, spend with these suppliers are only counted once by their primary certified classification.

- **Disabled Owned Business Enterprise (DOBE):** minimum of 51% of business owned by and whose management and daily business operations are controlled by one or more disabled persons
- **Disadvantaged Business Enterprises (DBE):** minimum of 51% owned by a socially and economically disadvantaged person. DBE certification is usually intended for companies wishing to work on Department of Transportation contracts. To be considered disadvantaged, person must meet certain requirements for personal net worth, adjusted gross income, and fair market value of all assets.
 - **Economically Disadvantaged Women-owned small business (EDWOSB):** minimum of 51% owned by and whose management and daily business operations are controlled by economically disadvantaged women
 - **Small Disadvantaged Business Enterprise (SDBE):** minimum of 51% owned by and whose management and daily business operations are controlled by socially and economically disadvantaged persons
 - **Airport Concession Disadvantaged Business Enterprise (ACDBE):** Department of Transportation (DOT) program designed to level the playing field for socially and economically disadvantaged small businesses who wish to participate in contracting opportunities at airports.
- **LGBT Business Enterprise (LGBTBE)** - minimum of 51% of business owned, operated, managed, and controlled by an LGBT person or persons who are either U.S. citizens or lawful permanent residents.
- **Minority Owned Business Enterprise (MBE):** minimum of 51% of business owned by and whose management and daily business operations are controlled by one more minority group members
 - A minority group member is an individual who is a U.S. citizen with at least one quarter of the following:
 - **Alaskan Native Corporation (ANC):** any Regional Corporation, Village Corporation, Urban Corporation, or Group Corporation organized under the



Supplier Diversity Classifications

laws of the State of Alaska in accordance with the Alaska Native Claims Settlement Act, as amended (43 U.S.C. 1601, et seq.)

- **Asian Indian** - A U.S. citizen whose origins are from India, Pakistan and Bangladesh.
 - **Asian-Pacific** - A U.S. citizen whose origins are from Japan, China, Indonesia, Malaysia, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Thailand, Samoa, Guam, the U.S. Trust Territories of the Pacific or the Northern Marianas.
 - **African American** - A U.S. citizen who is of African descent.
 - **Hispanic** - A U.S. citizen of true-born Hispanic heritage, from any of the Spanish-speaking areas of the following regions: Mexico, Central America, South America and the Caribbean Basin only. Brazilians (Afro-Brazilian, indigenous/Indian only) shall be listed under Hispanic designation for review and certification purposes.
 - **Native American** - A person who is an American Indian, Eskimo, Aleut or Native Hawaiian, and regarded as such by the community of which the person claims to be a part. Native Americans must be documented members of a North American tribe, band or otherwise organized group of native people who are indigenous to the continental United States and proof can be provided through a Native American Blood Degree Certificate (i.e., tribal registry letter, tribal roll register number).
- **Small Business Enterprise (SBE):** businesses that meet the Small Business Administration (SBA) size standards of a maximum of 1500 employees and \$50 million in revenue (*also internally known as Small to Medium Enterprises – SME*)
 - **Social Enterprises:** Organizations that apply commercial strategies to maximize improvements in the financial, social and environmental well-being of underrepresented communities/causes — this may include maximizing social impact alongside profits for co-owners.
 - **AbilityOne:** the nation's largest providers of jobs for people who are blind or have significant disabilities. The Program uses the purchasing power of the Federal Government to buy products and services from participating nonprofit agencies that train and employ workers with disabilities.
 - **Historically Black Colleges & Universities (HBCU):** are institutions of higher education in the United States that were established before the Civil Rights Act of 1964 with the intention of primarily serving the African-American community.
 - **Hubzone:** A United States Small Business Administration program for small companies that operate and employ people in Historically Under-utilized Business Zones. The HUBZone program was created in response to the HUBZone Empowerment Act created by the US Congress in 1998.
 - **Labor Surplus:** A business certified as operating in a labor surplus area. A labor surplus area is a geographical area identified by the Department of Labor as an area of concentrated unemployment or underemployment
 - **Non-Profit Organization (NPO):** a non-business entity, not-for-profit organization, or nonprofit institution, is an organization dedicated to furthering a particular social cause or advocating for a shared point of view.
 - **SBA-8A:** A business that meets the eligibility criteria established by the Small Business Administration for small companies owned by socially and economically disadvantaged persons, so that they may bid and obtain federal government contracts and other assistance to develop their business

Supplier Diversity Classifications

- **Veteran Owned Business Enterprise (VBE):** minimum of 51% of business owned by and whose management and daily business operations are controlled by one or more veteran(s) that was honorably discharged from the U.S. armed forces.
 - **Service-Disabled Veteran Business Enterprise (DVBE):** Minimum of 51% of business owned by and whose management and daily business operations are controlled by a disabled military veteran that was honorably discharged from the U.S. armed forces.
 - **Veteran-disability owned:** Minimum of 51% of business owned by and whose management and daily business operations are controlled by a disabled military veteran that was honorably discharged from the U.S. armed forces.
- **Woman/Women Owned Business Enterprise (WBE):** minimum of 51% of business owned by and whose management and daily business operations are controlled by one or more female persons

For any questions on Supplier Diversity please reach out to Citrix Procurement's Supplier Value Optimization via our team inbox: SVO@citrix.com.