



The **WALT DISNEY** Company

## Who is a Minority Business Enterprise (MBE) or Woman-Owned Enterprise (WBE)?

### **Ownership**

A qualified minority enterprise is a business that is at least 51% owned, controlled, and managed by one or more minority group members or women. For the purpose of this program, a minority group member is a U.S. citizen that is of African American, Hispanic American, Asian Pacific American, Subcontinent Asian American or Native American heritage.

A woman-owned enterprise is a business that is at least 51% owned by a non-minority woman who is a U.S. citizen and who controls\* and operates\*\* the business.

*\* Control means exercising the power to make policy decisions*

*\*\* Manage or Operate means involvement in the day-to-day management of the business*

### **Business Structure**

A MWBE may be a sole proprietorship, publicly owned business, a wholly-owned subsidiary of a parent company, or a joint venture.

### **Minority Group Members**

For purposes of The Walt Disney Company's MWBE program, minority group members are citizens of the United States of America who are male or female and belong to one or more of the following groups:

African American

Asian Pacific American

Origins in Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia, Vietnam, Korea, The Philippines, U.S. Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated State of Micronesia, the Commonwealth of the North Mariana Islands, Guam, Samoa, Macao, Fiji, Tonga, Kiribati, Tuvalu, or Nauru

Hispanic American

Excludes European ancestry

Native American

American Indians, Eskimos, Aleuts, or Native Hawaiians

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

Subcontinent Asian Americans

Origins in India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Island, or Nepal

### **Women**

A U.S. citizen who is a non-minority woman