

Milliken recognizes supplier diversity as certified suppliers who are at least 51% owned, operated or controlled by: American Native, Disability Owned, Historically Black College and Universities, Historically Underutilized Business Zones, LGBT Business Enterprises, Minority Business Enterprise, Minority Institutions, Small Business Enterprise, Service Disabled Veteran Owned Business, Service Disabled Veteran Owned Small Business, Veteran Owned, Veteran Owned Small Business, Women Owned Enterprise, and Women Owned Small Business, as further described on [below](#):

American Native: Recognized as a member by an Indian tribe or band recognized by the Department of the Interior, the Indian Claims Commission, Court of Claims, or a State plus for an Alaskan Native any Regional Corporation, Village Corporation, Urban Corporation, or Group Corporation organized under the laws of the State of Alaska in accordance with the Alaska Native Claims Settlement Act, as amended 43 U.S.C. 1601, et seq. 13 C.F.R. § 124.3.

Disability Owned: Disability-Owned Business Enterprise is a business that is owned, operated, controlled and managed by individual(s) with disabilities, as defined by the U.S. Business Leadership Network (USBLN).

Historically Black Colleges & Universities: These are educational institutions determined by the Secretary of Education to meet the requirements of 34 CFR 608.2. Non-profit research institutions that were an integral part of such a college or university before November 14, 1986 are included in this definition.

Historically Underutilized Business (HUBZone): The business must be in an area located within one or more qualified census tract, qualified non-metropolitan counties, or lands within the external boundaries of an Indian reservation. Status as a qualified HUBZone small business concern is determined by the Small Business Administration (SBA) in accordance with 13 CFR part 126. If the SBA determines that a concern is a qualified it will issue a certification to that effect and will add the business to the List of Qualified HUBZone Small Businesses on its website.

Lesbian, Gay, Bi-Sexual, Transgender Business Enterprise: An LGBT business must be owned, operated, managed, and controlled by an LGBT person or persons who are either U.S. citizens or lawful permanent residents, have its principal place of business (headquarters) in the U.S., and have been formed as a legal entity in the U.S. An LGBT business can be certified by the National Gay and Lesbian Chamber of Commerce.

Minority Business Enterprise: A business that is owned and operated by an individual(s) who is a U.S. citizen and their ancestry is African American, Native American, Hispanic-American, Asian Pacific or they originate from India, Pakistan, Bangladesh or Sri-Lanka. Milliken prefers that such businesses be certified by a third party such as the National Minority Supplier Development Council (NMSDC) or certifying Government agency.

Minority Institutions: An institution of higher education meeting the requirements of Section 1046(3) of the Higher Education Act of 1965 (20 U.S.C. 1135d-5(3)) which, for the purposes of this clause, includes a Hispanic-serving institution of higher education as defined in Section 316(b)(1) of the Act (20 U.S.C. 1059c(b)(1)).

Small Business Enterprise: the Small Business Act defines a small business as an entity that is organized for profit; has a place of business in the U.S.; operates primarily within the U.S. or makes a significant contribution to the U.S. economy through payment of taxes or use of American products, materials or labor; is independently owned and operated; and is not dominant in its field on a national basis. The business may be a sole proprietorship, partnership, corporation, or any other legal form. In determining what constitutes a small business, the definition will vary to reflect industry differences, see <http://www.sba.gov/content/table-small-business-size-standards>.

Service-Disabled Veteran-Owned Business: This is a business that is at least fifty-one percent (51%) owned by one or more service-disabled veterans or, in the case of any publicly-owned business, at least fifty-one percent (51%) of the stock of which is owned by one or more service-disabled veterans or, in the case of a veteran with a permanent and severe disability, the spouse or permanent caregiver of such veteran. Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected as defined in 38 U.S.C. 101(16).

Veteran Owned: Any business that is owned by one or more veterans (as defined at 38 U.S.C. 101(2)) or, in the case of any publicly-owned business, at least fifty-one percent (51%) of the stock of which is owned by one or more veterans; and the management and daily operations of which are controlled by one or more veterans

Woman Business Enterprise: A business that is at least fifty-one percent (51%) owned by one or more women, or, the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and whose management and daily business operations are controlled by one or more women. UTC prefers that such businesses be certified by a third-party such as the Women Business Enterprise National Council (WBENC) or certifying government agency. In doing business with UTC, this certification must be active and maintained accordingly.

If you have any questions or are interested in doing business with Milliken and Company and are a certified diverse business, please start by registering your business in our supplier database by filling out the New Diverse Supplier Questionnaire in Table 2 and sending to supplierdiversity@milliken.com.

Table 1: Diversity Status Matrix

Diversity Category	Qualification	Certifying Organization	Defined	Validation
American Native	51% Owned/Operated/Controlled	www.ncai.org/	49 U.S.C. 1601, et seq. 13 C.F.R. § 124.3	Annual certification submission to GS
Disability Owned	51% Owned/Operated/Controlled	https://disabilityin.org/	Adherence to certifying organizations guidelines	Annual certification submission to GS
Historic Black Colleges & Universities	51% Owned/Operated/Controlled	Prove via defined parameters	34 CFR 608.2	Annual certification submission to GS
Historically Underutilized Business	51% Owned/Operated/Controlled	www.sba.gov	13 CFR part 126	Annual certification submission to GS
Lesbian, Gay, Bi-Sexual, Transgender Bus Ent.	51% Owned/Operated/Controlled	www.nglcc.org	Adherence to certifying organizations guidelines	Annual certification submission to GS
Minority Business Enterprise	51% Owned/Operated/Controlled	www.nmsdcus.org	Adherence to certifying organizations guidelines	Annual certification submission to GS
Minority Institutions	51% Owned/Operated/Controlled	Prove via defined parameters	20 U.S.C. 1135d-5(3) & 316(b)(1) of the Act 20 U.S.C. 1059c(b)(1)	Annual certification submission to GS
SBA Approved Small Business	51% Owned/Operated/Controlled	www.sba.gov	13 CFR 125	Annual certification submission to GS
Veteran Owned	51% Owned/Operated/Controlled	www.vetbiz.gov or DD214	38 U.S.C. 101(2)	Annual certification submission to GS
Service Disabled Veteran Owned Small Business	51% Owned/Operated/Controlled	www.vetbiz.gov or DD214	38 U.S.C. 101(2) & 38 U.S.C. 101(16)	Annual certification submission to GS
Woman Business Enterprise	51% Owned/Operated/Controlled	www.wbenc.org & www.nawbo.org	Adherence to certifying organizations guidelines	Annual certification submission to GS