

Cambium Assessment

POLICY STATEMENT ON SUPPLIER DIVERSITY

We place high value on the unique relationships we have with our customers, suppliers and the diverse communities that we serve.

Our supplier diversity efforts are designed to encourage the development of relationships with small, minority-owned, women-owned, disability-owned, veteran-owned, and LGBTQ+-owned businesses (“Diverse Suppliers”). We view supplier diversity as a strategic business advantage. Our commitment to supplier diversity reinforces our corporate values while visibly demonstrating our support for equal business opportunity.

1. What is a “Diverse Supplier” under your policy?

Diverse Suppliers are small firms and women-, minority-, LGBTQ+-, disability-, and veteran-owned firms [that have been certified as such].

2. What qualifies a business as minority owned?

A Minority-Owned Business Enterprise (MBE) is a business that is at least 51% owned, operated, and controlled by one or more U.S. citizens who identify as one of the following ethnicities:

- African American/Black
- Asian
- Native Hawaiian or Pacific Islander
- Hispanic/Latin American
- Native American

3. What qualifies a business as woman-owned?

A Woman-Owned Business Enterprise (WBE) is a business that is at least 51% owned, operated, and controlled by one or more women.

4. What qualifies a business as LGBTQ+-owned?

An LGBTQ+-Owned Business Enterprise is a business that is at least 51% owned, operated, and controlled by one or more LGBTQ+ persons.

5. What qualifies a business as disability-owned?

A Disability-Owned Business Enterprise (DOBE) is a business that is at least 51% owned, operated, and controlled by one or more persons with a disability. A disability is a physical or mental impairment that substantially limits one or more major life activities.

6. What qualifies a business as veteran-owned?

There are three types of veteran-owned businesses: (1) Veteran-Owned Business Enterprise (VOBE), (2) Disabled Veteran-Owned Business Enterprise (V-DOBE), and (3) Service-Disabled Veteran-Owned Business Enterprise (SDV-DOBE).

A veteran is a person who has served on active duty with the Army, Air Force, Navy, Marine Corps, or Coast Guard for any length of time and who was discharged or released under conditions other than dishonorable. Reservists or members of the National Guard called to federal active duty, or disabled from a disease or injury incurred or aggravated in the line of duty or while in training status, also qualify as veterans.

A VOBE is a business that is at least 51% owned, operated, and controlled by one or more veterans or service-disabled veterans.

A V-DOBE is a business that is at least 51% owned, operated, and controlled by one or more disabled veterans, but the disability was not incurred during their time of service.

An SDV-DOBE is a business that is at least 51% owned, operated, and controlled by one or more veterans who sustained their disability during their time of service.

7. What qualifies a business as a “small business”?

A small business is eligible for assistance from the Small Business Administration (SBA). It must be a for-profit business located in the United States. It must operate primarily within the United States. Together with its affiliates, it must meet the numerical size standards as defined in the SBA’s Small Business Size Standards.

8. What does it mean to be “certified” as a Diverse Supplier?

Certification is a process that validates ownership of a diverse business. The certification process is typically handled by a federal, state, or local government agency or other third-party organization. To achieve certification, diverse businesses must complete a strict and formal documentation and site-visit process. You can find more about certification processes at the following sites:

- For MBE certification, National Minority Supplier Development Council (NMSDC) at <http://www.nmsdc.org>
- For WBE certification, Women’s Business Enterprise National Council (WBENC) at <http://www.wbenc.org>
- For Veteran and Service-Disabled Veteran certifications, SBA at <https://veterans.certify.sba.gov/>
- For Small Business certification, SBA at www.sba.gov.
- For LGBTQ+-Owned Business Enterprise certification, National LGBT Chamber of Commerce at nglcc.org/lgbtbe-certification
- For DOBE certification, Disability at <https://disabilityin.org/what-we-do/supplier-diversity/get-certified/>

These are third-party organizations that are unaffiliated with CAI and the inclusion of their information is not meant as an endorsement.

9. Does certification ensure that a business owner will be able to do business with you?

No. Certification helps companies to be considered for potential business with us; however, it does not guarantee they will obtain that business.

10. What criteria do you use when selecting a supplier?

The criteria used by CAI to select Diverse Suppliers are the same ones that are used to select all suppliers. This includes the ability to offer a product or service that is of high quality, competitively priced, available within the required timelines, and that comes with an assurance of excellent customer service.

11. Are you involved with recognized industry trade groups?

Yes, we are a national member of the following organizations:

- National Minority Supplier Development Council (NMSDC)
- Women’s Business Enterprise National Council (WBENC)

12. What should I do if I am interested in working with you?

You should register on the SupplierOne platform here: www.supplierone.com

By registering you will be entered into SupplierOne Master Database as a prospective business. CAI will have immediate visibility into your capabilities.

13. Who do I contact with questions regarding your supplier diversity efforts?

Please email us at Supplier@cambiumassessment.com