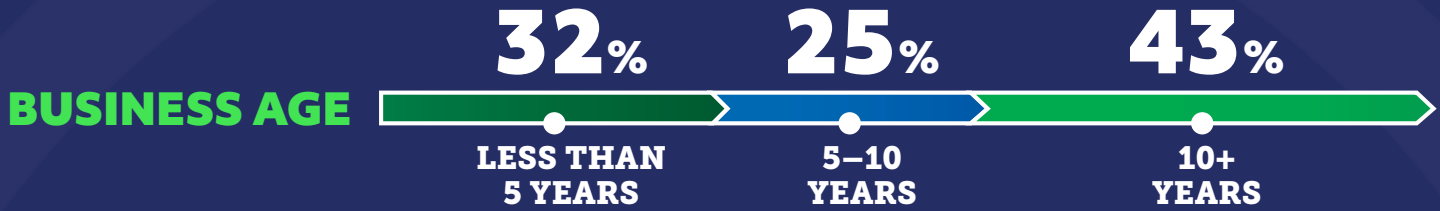


# 2020 DOBE End of Year Report



## OWNERSHIP DEMOGRAPHICS



**PEOPLE OF COLOR...**

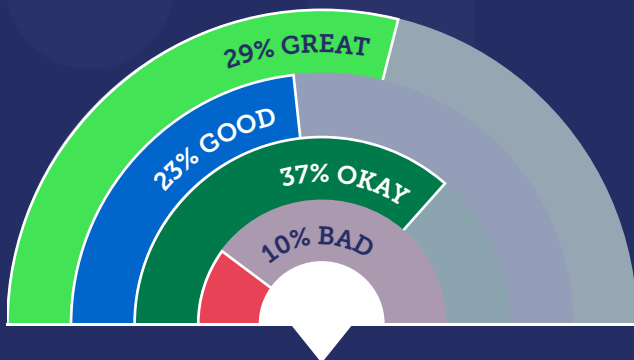
- 15% BLACK
- 4% ASIAN
- 4% HISPANIC
- 2% NATIVE AMERICAN

## EMPLOYEE DEMOGRAPHICS

**17%** ARE PEOPLE WITH DISABILITIES (PWD)

COMPARED TO A **5.5% SELF-ID RATE** FOR ALL DISABILITY EQUALITY INDEX (DEI) PARTICIPATING COMPANIES.

## BUSINESS STANDING



### OF "BAD" BUSINESS STANDING...

BUSINESS AGE:	OWNERSHIP:
50% < 5 YEARS	67% CAUCASIAN
17% 5-10 YEARS	16% BLACK
33% 10+ YEARS	16% NATIVE AMERICAN
	0% ASIAN
	0% HISPANIC

## CORPORATE PARTNER ENGAGEMENT

**68%**

CONDUCTED BUSINESS WITH AT LEAST 1 PARTNER

AND

**33%** PARTICIPATED IN MATCHMAKING OF WHICH...



12% SIGNED CONTRACTS



48% ARE IN TALKS