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# I-101 Definitions.

As used in this appendix—

"Affiliation" means, with respect to a relationship between a mentor firm and a protege firm, a relationship described under 13 CFR 121.103.

"Eligible entity employing the severely disabled" means a business entity operated on a for-profit or nonprofit basis that—

- (1) Uses rehabilitative engineering to provide employment opportunities for severely disabled individuals and integrates severely disabled individuals into its workforce;
- (2) Employs severely disabled individuals at a rate that averages not less than 20 percent of its total workforce;
- (3) Employs each severely disabled individual in its workforce generally on the basis of 40 hours per week; and
- (4) Pays not less than the minimum wage prescribed pursuant to section 6 of the Fair Labor Standards Act (29 U.S.C. 206) to those employees who are severely disabled individuals.

"Severely disabled individual" means an individual who is blind or severely disabled as defined in 41 U.S.C. 8501.

**Parent topic:** [APPENDIX I - POLICY AND PROCEDURES FOR THE DOD PILOT MENTOR-PROTEGE PROGRAM](#)