



MERCHOLOGY IS A CERTIFIED DISABILITY-OWNED BUSINESS!

**DIVERSITY,
EQUITY, AND
INCLUSION
ARE AT THE
CORE OF
WHO WE ARE.**

WHAT THAT MEANS

A disability-owned business enterprise is a for-profit business that is at least 51% owned, managed, and controlled by a person with a disability. Merchology is actually 80% owned and managed by two people with disabilities!

In addition to being a disability-owned business, our team members also come with a variety of lived experiences and backgrounds, which motivate us to work more inclusively and enable us to better meet the needs of our employees, customers, and brand partners.

OWNER SPOTLIGHT

Merchology's DOBE certification comes from two of its owner/operators, Dick Ward and his daughter Ally Ward Delgado. This father-daughter duo both have over 50% hearing loss that is classified as "severe" and hereditary.

Dick's loss is concentrated in lower frequency sounds (thunder, a tuba), while Ally's loss is concentrated in higher frequency sounds (birds chirping, whispering). Both struggle more with sound clarity than volume. Fortunately, hearing aid technology has drastically improved their ability to hear and communicate. These days, their hearing aids even have Bluetooth capabilities!



Dick Ward
Founder + Chairman

**Ally Ward
Delgado**
Founder + CEO



DID YOU KNOW?

Over **37 million** adults in the US have some degree of hearing loss, making it the third most common chronic health condition in the country.

To learn more about hearing loss, visit the **American Hearing Research Foundation**. To learn more about Disability-owned Business Enterprises and disability inclusion in the workplace, visit **DOBE**.

