

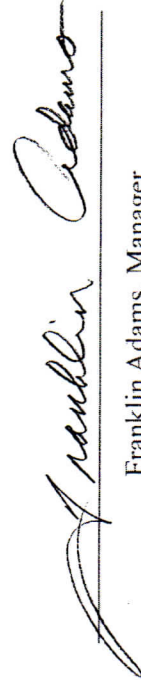
Disadvantaged Business Enterprise Unified Certification Program

Acknowledges

The Griffin Partnership, Inc.

*As a certified DBE in accordance with 49 CFR Part 26 as
published in the Code of Federal Regulations*

Date Issued: February 23, 2012


Franklin Adams, Manager
Office of Business Development


Patricia A. Collins, Administrator
DBE Program

MDOT has certified your firm as a DBE on behalf of all Michigan Unified Certification Program (MUCP) partnering agencies.

This certificate is accurate as of the date issued. It remains valid assuming all DBE Program requirements are met, however it is subject to change. For the most up to date information, please visit the MUCP website at: www.michigan.gov/mdotdbe prior to issuing any or all subcontracts.



STATE OF MICHIGAN
DEPARTMENT OF TRANSPORTATION
 LANSING

RICK SNYDER
 GOVERNOR

KIRK T. STEUDLE
 DIRECTOR

February 23, 2012

Ms. Sybil R. Griffin, SPHR President/CEO
 The Griffin Partnership, Inc.
 204 Main Sail Court
 Detroit, Michigan 48207

Dear Ms. Griffin:

The Michigan Department of Transportation (MDOT) has **approved** your certification application. The Griffin Partnership, Inc. will be considered a Disadvantaged Business Enterprise (DBE) in accordance with MDOT's DBE Program Procedures. Your firm is certified in the work classifications:

QA2 Insurance
QL2 Management & Training

<u>NAICS Codes</u>	<u>Description</u>
524210	Insurance Agencies and Brokerages
524298	All Other Insurance Related Activities
541612	Human Resources Consulting Services
561312	Executive Search Services
611430	Management Development Training

MDOT prequalification is not required.

MDOT's records will indicate that The Griffin Partnership, Inc. is certified and is capable of working on projects Statewide.

Your company's industry description is reflected in the North American Industry Classification System (NAICS) designation listed above. You may review the NAICS classifications at <http://www.naics.com/search.htm> and the corresponding size standards designated by the United States Small Business Administration (SBA) at <http://www.sba.gov/content/table-small-business-size-standards>.

Your firm's awardability for any contracts for Department projects is contingent upon the firm meeting any licensing and/or prequalification requirements to perform in the respective work classifications as required by State of Michigan laws and/or regulations. Contact MDOT's Construction Contract Services Prequalification Unit at (517) 335-4281 or Contract Services Prequalification Unit at (517) 335-5905, if you have questions related to prequalification requirements.

By the anniversary date of your certification (**February 23, 2013**), you must submit a Michigan Unified Certification Program (MUCP) Annual DBE Certification Affidavit to MDOT, Office of Business Development, affirming that there have been no changes in the firm's circumstances. The affidavit must provide information which affirms that there have been no changes in circumstances affecting size standard requirements (SBA business size criteria and overall gross receipt cap), disadvantaged status, ownership status, or control requirements of 49 CFR Part 26. Also, copies of your business and personal taxes are required to be attached along with an updated personal financial statement.

Any material change in the information provided in your application must also be submitted within 30 days of the change. This notice must be in the form of a notarized affidavit and you must attach supporting documentation describing in detail of the nature of such changes. You are also required to immediately notify MDOT, Office of Business Development, at the toll free number (866) 323-1264 (Lansing office); or (866) 323-4009 (Metro office); or email at mdot-dbe@michigan.gov. Failure to provide this information may be grounds for a denial based on a failure to cooperate, pursuant to 49 CFR 26.109(c).

Additionally, it is recommended that your firm attend an Orientation Session. During the Orientation Session you will receive a general overview of MDOT's DBE Program, with guidance regarding expected performance on Department projects and available supportive services. You will be receiving additional information regarding the next Orientation Session.

If you have any questions or concerns pertaining to your certification application, please contact the Office of Business Development toll free at 1-866-DBE-1264.

Sincerely,



Franklin Adams
Manager, Metro Field Services
Office of Business Development