

Heidi Arndt
Progeny Human Resource Solutions LLC DBA Progeny Human Resource Solutions
1801 Bur Oak Drive
Allen, TX 75002

RE: MBE/WBE Certification Affidavit No. 23201

Dear Arndt:

Congratulations! Your firm has been certified by the North Central Texas Regional Certification Agency (“NCTRCA”) as a Minority Business Enterprise (“MBE”) or a Woman-Owned Business Enterprise (“WBE”) in accordance with NCTRCA MBE/WBE certification eligibility program requirements. Your Certification Identification Number is WFWB07552N0419. Your firm is certified as a MBE or WBE in the following areas:

NAICS 541612: HUMAN RESOURCES CONSULTING SERVICES
NAICS 561311: PLACEMENT AGENCIES OR SERVICES, EMPLOYMENT
NAICS 561312: EXECUTIVE PLACEMENT CONSULTING SERVICES
NAICS 561320: CONTRACT STAFFING SERVICES
NAICS 561320: TEMPORARY STAFFING SERVICES

This certification is valid for two years from the date of this letter or, unless and until it has been removed in accordance with NCTRCA MBE/WBE certification eligibility procedures. In order to remain certified, you must submit annually, on the anniversary of your certification, a “No Change Affidavit”.

A No Change Affidavit is a sworn affidavit affirming that there have been no changes in the firm’s circumstances affecting its ownership or control, or any material change in the information provided in its application for MBE/WBE certification, including the support documentation. Any changes to contact information, ownership, and/or expansion of services must be communicated to the NCTRCA within thirty (30) days of the change. Failure to provide these changes could result in your firm being removed from the certified vendor database. The NCTRCA reserves the right to re-evaluate a firm's certification status at anytime that it determines such re-evaluation is warranted.

Thank you for your participation in the NCTRCA MBE/WBE Certification Program. Please contact me at 817-640-0606 if you have any questions or if I can be of assistance to you.

Sincerely,

Elicia Mitchell, MPA
Agency Director

If you have any questions please email us at nctrca@mwdbce.com.

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