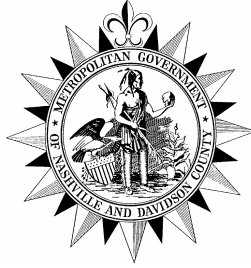


JOHN COOPER, MAYOR



METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

March 17, 2020

Marcela Gomez
Culture Shift Team, Inc.*
585 Hill Creek Drive
Nashville, TN 37211

Dear Ms. Gomez:

The Metropolitan Government of Nashville and Davidson County, Office of Minority and Women Business Assistance (BAO) has received and reviewed all documentation submitted by your company regarding the small business status of Culture Shift Team, Inc. Based upon our careful review of all submitted documentation, we have approved your small business status and you are designated as an approved small business for procurement purposes. Please note that this status is only granted for procurements with the Metropolitan Government of Nashville and Davidson County, the Music City Center and MDHA and does not include the quasi governmental entities such as NES, MNAA and MTA who use different standards and criteria. This letter only addresses your company's status as a Small Business and in no way addresses your company's minority or woman owned business status.

Please note that this status is in effect for one full year of the date of this letter and it is your responsibility to renew this status should you desire for it to remain in effect after a year. If your status is not renewed timely consistent with the date of this letter, your status will be considered denied. In all situations, the date of this letter shall prevail and shall establish the period during which your small business status is considered effective.

Note that the Metropolitan Government of Nashville and Davidson County, Office of Minority and Women Business Assistance (BAO) reserves the right to revoke this status at any time during the term of the approval should it occur that there are material changes to your company's small business eligibility as outlined in the R4.44.020.02 of the Regulations to the Metropolitan Procurement Code. Should such material changes occur, you are required to notify the BAO within 10 business days of the effective date of the material change.

Please note that either the tax documents that you submitted to confirm your status are enclosed or any electronically submitted documents have been purged. This action is taken in an effort to protect the confidentiality of these documents.

Should you have any questions or if we may be of further assistance, please feel free to contact me via email at jerval.watson@nashville.gov or via telephone at 615-862-5461. Thanks.

Cordially,

A blue ink handwritten signature of Jerval Watson, consisting of a stylized, cursive script.

Jerval Watson, Business Development Officer
Office of Minority and Women Business Assistance

*Metro Nashville Supplier Registration ID #25770