



Metropolitan Nashville Airport Authority

January 17, 2019

Ann Gillespie
Culture Shift Team
c/o Industrious 1033 Demonbreun Street
Suite 300
Nashville, TN 37203

RE: Certification as a Small, Minority & Woman Business Enterprise Nashville Airport Authority

Dear Ann Gillespie,

The Metropolitan Nashville Airport Authority (MNA) is pleased to notify you that your firm meets the standards of the MNA policy 3-801 requirements for certification as a Minority Business Enterprise (MBE) under the Small, Minority, or Woman-Owned Business Enterprise (SMWBE). Your firm will be placed on the SMWBE database from which departments within MNA as well as other bidders and vendors may utilize in the procurement process. Your inclusion in the program does not guarantee that your firm will receive a contract.

You must report any changes in ownership, control, physical location of the business, or any other material changes in the firm to this office within thirty 30-days of said change. Failure to do so could result in removal of certification. Based on the information you provided, your firm will be listed in the program as being certified. Please see the 2nd page of this letter to view the list of commodity codes and specialty.

Should you have any questions regarding your certification with the Metropolitan Nashville Airport Authority, please contact the Office of Business Diversity Development at 615-275-1755.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Epps".

Mark Epps
Certification Specialist
One Terminal Drive, Suite 501
Nashville, TN 37214
Phone: (615) 275-1620
Fax: (615) 275-2020

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This firm is Certified under the following commodity codes/area(s) of specialty:

NAICS Code(s): NAICS 541611: BUSINESS MANAGEMENT CONSULTING SERVICES
NAICS 541820: PUBLIC RELATIONS CONSULTING SERVICES
NAICS 54191: MARKETING RESEARCH AND PUBLIC OPINION POLLING
NAICS 541910: MARKETING RESEARCH AND PUBLIC OPINION POLLING
NAICS 541930: TRANSLATION SERVICES, LANGUAGE
NAICS 611430: PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING

Specialty: Public Relations, Marketing Research, Translations Services, Training