



Department of Administrative Services
Equal Opportunity Division

Approved

CERTIFICATE OF COMPLIANCE

Degen Excavating Co., Inc.
1920 Bible Road
Lima, OH 45801

Effective Dates: 1/7/2016 through 07/05/2016

The Equal Opportunity Division of the Ohio Department of Administrative Services (Division) hereby issues Degen Excavating Co., Inc. a Certificate of Compliance. The Certificate shall be in force for 180 days from the date of issuance.

Section 9.47 of the Revised Code requires the Division to review affirmative action programs and plans of each company desiring to participate on state-assisted construction contracts and determine whether that company has violated any affirmative action programs and goals for which that company was obligated to meet during the preceding five years. Based on the above-referenced review, the Division has found no such violation(s).

Please be advised that for Degen Excavating Co., Inc. to maintain certification status, Degen Excavating Co., Inc. must continue to ensure equal employment opportunities in accordance with applicable State and Federal EEO laws, rules, regulations and guidelines, and meet those contractual obligations for which Degen Excavating Co., Inc. has agreed.

A blue ink handwritten signature of Gregory L. Williams, consisting of several loops and a long horizontal stroke.

Gregory L. Williams
Deputy Director
State EEO Coordinator

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer.

Equal Opportunity Division | 4200 Surface Road | Columbus, Ohio 43228
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John Kasich, Governor
Robert Blair, DAS Director
Gregory L. Williams, Deputy Director