



November 14, 2023

Melissa Haver,
Office Manager
Degen Excavating Co., Inc.
1920 Bible Road
Lima, OH 45801

SUBJECT: Certificate of Compliance Certification
Status: Conditional
Effective Dates: November 14, 2023 - May 14, 2024

Dear Melissa Haver:

The Ohio Department of Development, Minority Business Development Division (MBDD) 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 MBDD to review affirmative action programs and plans of each company desiring to participate on state or 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, MBDD 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, guidelines, and meet those contractual obligations for which Degen Excavating Co., Inc. has agreed.

Sincerely,

A handwritten signature in blue ink that reads "Monica L. Womack".

Monica L. Womack
Chief