



STATE OF TENNESSEE
DEPARTMENT OF GENERAL SERVICES
GOVERNOR'S OFFICE OF DIVERSITY BUSINESS ENTERPRISE
27th Floor, William R. Snodgrass Tennessee Tower
312 8th Avenue North
Nashville, TN 37243
615-253-4657
Fax 253-4813

PHIL BREDESEN
GOVERNOR

GWENDOLYN SIMS DAVIS
COMMISSIONER

August 21, 2008

Certification No: 092806-07

HIRE PRODUCTIVITY, INC.
Attn: Ms. Karen Hoffman
5806 Mesa Drive, Suite 300
Austin, TX 78731

Dear Ms. Hoffman:

The Governor's Office of Diversity Business Enterprise is pleased to inform you that HIRE PRODUCTIVITY, INC. has been re-certified to be a Women Business Enterprise (WBE) as defined in T.C.A. 12-3-801 et. seq.

The certification and registration are valid for a period of two years expiring on **September 28, 2010. This letter will serve as proof of your certification.** Please note the following requirements for compliance:

Changes in the business status: Please note the following requirements for compliance: The business must notify the Governor's Office of Diversity Business Enterprise in writing within 10 days of occurrence concerning any changes including but not limited to ownership, management, officers and any other changes that affect the diversity status of the business.

To renew your registration and certification with the Governor's Office of Diversity Business Enterprise: The Diversity Business must submit an Affidavit of No Change not less than 60 days prior to the certification expiration date. **You may obtain this form by contacting our office at 615-253-4657 or visit our website at www.tennessee.gov/diversity.**

If you have any questions regarding your certification, please contact us at 615-253-4657.

Sincerely,

Shelia J. Simpson,
Diversity Business Enterprise Program Director



Certification Number: 092806-07

Industry: Service

*The Governor's Office of Diversity Business Enterprise
for the State of Tennessee, having determined that*
HIRE PRODUCTIVITY, INC.

company name

*has successfully met the certification requirements as outlined in Tennessee Code Annotated Title 12,
Chapter 5, Part 8, and the policies adopted thereunder; hereby grants the designation of*

Woman Owned Business

and is recognized as such until the expiration of registration and certification on
September 28, 2008

date

*In Witness Whereof, the Governor of the State of Tennessee and the Commissioner of
General Services hereto affix our hand and the Great Seal of the State.*



Phil Bredemeyer

Governor

Lorendolyn Sims Paris

Commissioner, General Services