



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

PHIL BREDESEN
GOVERNOR

GWENDOLYN SIMS DAVIS
COMMISSIONER

August 27, 2010

Certification No: 092806-07

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

Dear Ms. Hoffman:

Congratulations! 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. 2-3-801 et. seq.

Your certification is valid for a period of two years expiring on **September 28, 2012**. **This letter will serve as proof of your certification with the Governor's Office of Diversity Business Enterprise.** Your certification will remain active and in good standing as long as you update by renewal within the appropriate timeframe. Your firm will be included in our Directory of Certified Businesses which is published on our website.

Please note the following requirements for compliance:

Certification Renewal:

To renew your 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 visiting our website at www.tennessee.gov/diversity.**

Changes in the business status:

Businesses certified with this office must notify the Governor's Office of Diversity Business Enterprise in writing within 5 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.

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Also, your contact information must be accurate and up to date at all times. Failure to provide accurate and updated contact information including, but not limited to, address, telephone number, facsimile number, and e-mail address may be cause for your firm's diversity certification status to become inactive in our Directory of Certified Businesses.

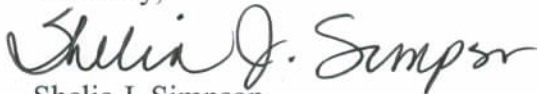
Please note the following:

All out-of-state businesses **must** submit evidence of an existing certification from their own state at each renewal period.

All businesses certified as a Small Business Enterprise (SBE) **must** submit a copy of form 941 or a copy of their most recent tax returns, including all schedules at each renewal period.

If you have any questions regarding your certification, please contact Mr. Chris Cooper, Diversity Business Liaison, at 615-253-4657.

Sincerely,



Shelia J. Simpson
Diversity Business Enterprise Program Director

SJS:vjc