

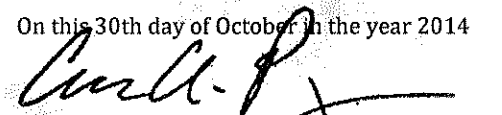
This
Determination of Compliance

is issued to the

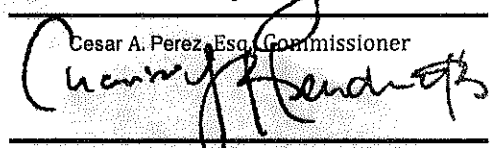
Department of Small Business Services

*for successfully implementing 3 of 3 corrective action pursuant to the
Equal Employment Practices Commission's Equal Employment Opportunity Standards
for Discrimination Complaint and Investigation Procedures from January 1, 2012 to this date.*

On this 30th day of October in the year 2014



Cesar A. Perez, Esq., Commissioner



Charise L. Hendricks, PHR, Executive Director

*In care of Commissioner Maria Torres- Springer
and Principal EEO Professional Nancy Gannie*