

Ohio Department of Administrative Services Equal Opportunity Division 614.466.8380 voice
Ted Strickland, *Governor* 30 E. Broad Street 614.728.5628 fax
Hugh Quill, *Director* 18th Floor www.das.ohio.gov/eod
Melinda Carter, *Deputy Director* Columbus, Ohio 43215



Expiration Date : 12/27/2010

Hina Environmental Solutions, LLC
2824-B Fisher Rd
Columbus, OH 43204

The State of Ohio, Equal Opportunity Division is issuing a valid Certificate of Compliance to your business. This Certificate of Compliance certifies there are no apparent violations of any affirmative action program that the company was required by law to maintain, in conformity with Ohio Revised Code 9.47. This certificate expires 180 days from the date of issuance.

To continue an incompliance status, your company must ensure equal employment opportunity in accordance with all applicable state and federal EEO laws, rules, regulations and guidelines. If you have any questions or concerns, please contact the Construction Compliance Unit at 614.466.8380.

If you have any questions or concerns please contact our office at 614.466.8380.

Sincerely,

A handwritten signature in cursive script that reads "Melinda Carter".

Melinda Carter
Deputy Director
State EEO Coordinator

The State of Ohio is an equal opportunity employer