



State of Vermont
Finance & Administration Division
Office of Civil Rights & Labor Compliance
219 North Main Street
Barre, VT 05641-4129
<http://vtrans.vermont.gov/civil-rights>

[phone] 802-279-1330
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Agency of Transportation

September 28, 2022

CDW Consultants, Inc.
Kathleen Campbell
4 California Ave, Suite 301
Framingham, MA 01701

Dear Kathleen Campbell:

We have reviewed the information submitted to us by your firm requesting certification as a Disadvantaged Business Enterprise (DBE). We are pleased to inform you that your firm complies with the ownership and control requirements established by the Vermont Agency of Transportation (VTrans) and the United States Department of Transportation (US DOT) regulations 49 CFR Part 26, "Participation by Disadvantaged Business Enterprises in the Department of Transportation Programs." Your company is certified to perform work in the following: **Engineers and Environmental Consultants: Hazardous Materials and Licensed Site Professional Services, Permitting, Environmental Analysis, Solid Waste, Civil, Site and Sanitary Engineering; and Surveying and LEED AP Services. NAICS Code(s): 541330 541620**

Your company's designation as a DBE will appear in the VTrans DBE Directory which receives frequent distribution in hardcopy, and will also appear on the VTrans DBE web site at: <http://vtranscivilrights.vermont.gov/doing-business/dbe-center>. We ask that you periodically visit the electronic directory on the web site to verify that the information listed continues to be current. *This web site also contains valuable business assistance and government contracting links to assist you in your business endeavor.* Acceptance as a DBE entitles your company to be included in our listing of disadvantaged firms indicating an interest in doing work in Vermont. This listing is referenced in all federal-aid contract proposals advertised by VTrans.

As a DBE, you must inform the VTrans Office of Civil Rights and Labor Compliance in writing of any change in circumstances affecting your ability to meet size, disadvantage status, ownership, control requirements or any material change in the information provided in your application form. Changes in management responsibility among members of a limited liability company are covered by this requirement. The above mentioned web site provides the DBE certification criteria should you need to refer to it. You must provide the written notification within 30 days of the occurrence of the change. Please forward to:

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If you fail to make timely notification of such a change, you will be deemed to have failed to cooperate under 49 CFR 26.109(c). The VTrans Office of Civil Rights and Labor Compliance reserves the right to monitor, perform random spot checks, re-evaluate the firm or revoke the firm's certification if it no longer meets the certification criteria. This letter only certifies eligibility for one year; you will be required to submit documentation on an annual basis to verify continued social and economic disadvantage. The necessary paperwork will be forwarded to you at the time of the renewal.

Welcome to the VTrans Disadvantaged Business Enterprise program; we wish you success in acquiring work in this State. Should you have any questions regarding the program, please feel free to contact Sonya Boisvert, Civil Rights Program Manager at 802.279.1330 or at sonya.boisvert@vermont.gov.

Sincerely,

Sonya Boisvert

Sonya Boisvert
Civil Rights Program Manager