



**U.S. SMALL BUSINESS ADMINISTRATION**  
WASHINGTON, D.C. 20416

November 13, 2007

Josephine Hughes, President  
Josephine's Personnel Services  
2158 Ringwood Avenue  
San Jose, CA 95131

REF: SDB Tracking #: 0607-865P  
Expiration Date (Three years from date above)

Dear Josephine:

We are pleased to inform you that your firm is certified as a Small Disadvantaged Business (SDB) under U.S. Small Business Administration (SBA) guidelines. You are now eligible to participate in the SDB Program. Certification is valid for three years from the date of this letter. Your firm will be added to SBA's list of certified SDBs found in the Dynamic Small Business Search directory, SBA's on-line registry, at <http://www.ccr.gov>.

The SDB Program regulations in Title 13 of the Code of Federal Regulations, Section 124.1016(b), require that during your three-year term you report within 10 days any changes in ownership and control or any other circumstances which could adversely affect the eligibility of your firm as an SDB. Failure to do this could result in the decertification of your firm. Please note also that in order for your firm to continue to participate as an SDB after its three-year term, you must reapply for the SDB Program.

I wish you much success in your future business endeavors.

Sincerely,

Reginald M. Walden, Sr.  
Supervisory General Business & Industry Specialist  
Note: Signature authority delegated by Assistant Administrator Certification & Eligibility