

**CALIFORNIA UNIFIED CERTIFICATION PROGRAM
DISADVANTAGED BUSINESS ENTERPRISE CERTIFICATE**

JOSEPHINE'S PERSONNEL SERVICES
2158 RINGWOOD AVENUE
SAN JOSE, CA 95131

Owner : JOSEPHINE HUGHES
Business Structure : CORPORATION

This certificate acknowledges that said firm is approved by the California Unified Certification Program (CUCP) as a Disadvantaged Business Enterprise (DBE) as defined by the U.S. Department of Transportation (DOT) CFR 49 Part 26, as may be amended, for the following NAICS codes:

NAICS Code(s) * Indicates primary NAICS code

- * 561320 Temporary Help Services
- 561499 All Other Business Support Services

561110 Office Administrative Services

Work Category Code(s)

17360 PERSONNEL SUPPLY SERVICES

17380 MISC BUSINESS SERVICES

Licenses

CERTIFYING AGENCY:
DEPARTMENT OF TRANSPORTATION
1823 14TH STREET, MS 79
SACRAMENTO, CA 95814 0000
(916) 324-1700

UCCP Firm Number : 9268

Janice Salas

CUCP OFFICER

November 13, 2007

It is CUCP's policy and objective to promote and maintain a level playing field for DBEs in California on Federal-aid contracts. We ensure nondiscrimination in the award and administration of U.S. DOT assisted contracts based on the requirements of 49 CFR Parts 21 and 26.

Exp. 2012