

January 29, 2021

Ms. Jayne Millard
Chairman/CEO
Turtle & Hughes, Inc.
1900 Lower Road
Linden, NJ 07036

Re: Women-owned Business Enterprise (WBE) Certification
Type: Vendors

Dear Ms. Millard:

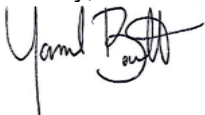
We are pleased to inform you that The Port Authority of NY & NJ has re-evaluated your business and determined that it continues to be eligible to participate in the agency's Women-owned Business Enterprise (WBE) Program. **Turtle & Hughes, Inc.**, remains in the Port Authority's online directory of certified MWBEs, which can be accessed at <https://panynj.diversitysoftware.com/FrontEnd/SearchCertifiedDirectory>.

Please be advised that we periodically review all certifications and reserve the right to decertify any firm that no longer meets our guidelines. You must notify the Office of Diversity and Inclusion in writing within 30 days of any significant changes to your business. These include, but are not limited to, a change of officers, directors, location and business name. Failure to advise us of these changes can result in decertification of your business.

This certification will remain in effect for five years or until January 29, 2026 after which you must submit a recertification application with supporting documentation. The application can be accessed from our website: www.panynjSD.com.

If you have any questions regarding this letter, please contact me at (201) 395 3939 or via email at ybautista@panynj.gov.

Sincerely,



Yamil Bautista
Certification Analyst
Office of Diversity & Inclusion