

**WISCONSIN UNIFIED CERTIFICATION PROGRAM  
DISADVANTAGED BUSINESS ENTERPRISE**



December 4, 2006

Nicole Bowman  
**Bowman Performance Consulting, LLC**  
271 River Pine Dr  
Shawano WI 54166

**RE: Approval of CERTIFICATION**

Dear Ms. Bowman:

The Wisconsin Department of Transportation (WisDOT) has approved the eligibility of **Bowman Performance Consulting, LLC** for credit on WisDOT contracts performing a commercially useful function in the area(s) of:

**Business Performance Evaluation and Consulting**

For record-keeping purposes WisDOT is counting **Bowman Performance Consulting, LLC** as a *Native American Woman-Owned Disadvantaged Business Enterprise (NAWDBE)*. If the firm should develop the resources, including equipment and personnel, to become involved in other areas, you are to notify me before we will approve contracts in those other areas.

This certification of eligibility is valid for Five Years beginning **December 4, 2006** and ending **December 4, 2011**. Please note, however, that you are required to submit an *annual affidavit* that your firm continues to meet program standards. WisDOT will send you this form prior to your anniversary date. Your firm's name will be added on our list of certified DBEs.

This determination is based on information provided to WisDOT on the Application for certification as a DBE. Should this information change, you must inform the DBE Office within 30 days of the change. In addition, WisDOT reserves the right to rescind this certification, should the information upon which it is based prove to be false, inaccurate, or misleading.

WisDOT has the responsibility for providing management and technical assistance to disadvantaged firms for our highway projects. The services are located at:

**WisDOT DBE Support Services**  
**6150 West Fond du Lac Avenue, Milwaukee, WI 53218**  
**(414) 438-4583**

**City of Madison**  
Affirmative Action Department  
Madison Municipal Building  
215 Martin Luther King Jr. Blvd  
Suite 130, P.O. Box 1626  
Madison, WI 53703-1626  
(608) 266-4082  
(608) 267-1142 fax  
(608) 266-4083 TTY

**Dane County**  
Dane County Executive Office  
Office of Equal Opportunity  
City-County Building  
210 Martin Luther King Jr. Blvd  
Room 421  
Madison, WI 53703  
(608) 266-4114  
(608) 266-2643 fax

**Milwaukee County**  
Office of the County Executive  
Community Business Development Partners  
Milwaukee County - City Campus  
2711 West Wells Street  
Room 830  
Milwaukee, WI 53208  
(414) 278-5248  
(414) 223-1958 fax

**Wisconsin Dept Of Transportation**  
Civil Rights & Compliance Section  
Equal Opportunity Program  
4802 Sheboygan Avenue  
Room #51  
P.O. Box 7965  
Madison, WI 53707-7965  
(608) 266-6961  
(608) 267-3641 fax

Certified firms are encouraged to utilize this office for plan reading and bid preparation assistance. WisDOT will provide one complimentary copy of the *Standard Specifications* book to any *newly certified disadvantaged contractor* upon written request to the:

**Wisconsin Department of Transportation  
Bureau of Highway Construction  
ATTN: Jerry Zogg  
4802 Sheboygan Avenue, Room 601  
PO BOX 7916  
Madison, WI 53707-7916  
(608) 266-3350**

Please contact me at (608) 264-8721 if I can be of assistance.

Sincerely,

John Franklin  
Equal Opportunity Specialist, Senior  
Equal Opportunity Program

JRF:jrf

**NAWDBE**

cc: Joelle Roberts, NE Region – EEO Labor Compliance Coordinator

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