



State of Vermont  
Finance & Administration Division  
Office of Civil Rights & Labor Compliance  
1 National Life Drive  
Montpelier, VT 05633-5001  
[www.aot.state.vt.us/civilrights](http://www.aot.state.vt.us/civilrights)

Agency of Transportation

[phone] 802-828-5858  
[fax] 802-828-1047  
[ttd] 800-253-0191

December 19, 2011

Geologic - Earth Exploration, Inc.  
Deborah Q. Arey  
7 Sherwood Drive  
Norfolk, MA 02056

Dear Deborah Arey:

The Office of Civil Rights and Labor Compliance of the Vermont Agency of Transportation is pleased to notify you that **your company's certification** for the Disadvantaged Business Enterprise (DBE) Program **has been renewed**. We appreciate your submitting the annual update information for our confidential review and have confirmed that your company continues to comply with the ownership and control requirements established in accordance with 49 CFR Part 26 of the United States Department of Transportation (U.S.DOT) criteria. Your certification will expire **November 30, 2012**.

Your company will appear in the DBE directory of those firms eligible for federal-aid transportation projects. The directory can be viewed at: [www.aot.state.vt.us/civilrights/dbe.htm](http://www.aot.state.vt.us/civilrights/dbe.htm). Please notify our office if any of the information listed for your firm requires correction. We encourage all businesses to access the on-line resources that are available through this web site. Any certified DBEs needing business development assistance are also encouraged to contact our office to request the services of our DBE supportive services consultant.

Please be advised that in the event of change in ownership and/or control of your firm, or a change in your home-state certification status, you are required to notify our office within thirty (30) days of that change. If you decide to expand your services to include additional items of work, you are required to make a written request to our office at:

Vermont Agency of Transportation  
Office of Civil Rights and Labor Compliance  
1 National Life Drive,  
Montpelier, VT 05633-5001

We wish you success in contracting with VTrans as a certified DBE. Should you have any questions regarding any of the items mentioned in this letter, please feel free to contact me at (802) 828-5858.

Sincerely,

A handwritten signature in cursive script that reads "Melanie Lopez".

Melanie Lopez  
Civil Rights Program Manager