

**City of Milwaukee**  
**Office of Small Business Development (OSBD)**  
Minority, Woman and Small Business Enterprise  
Certification & Compliance Program

This certificate acknowledges

**Heider & Bott Company**

As a **Small Business Enterprise (SBE)** owned, operated and controlled company, which has met the criteria established by the City of Milwaukee.

CERTIFICATE EXPIRES: 10/12/2013

CERTIFICATE OSBD

NAICS Codes

423310

423720

423830



*Ossie C. Kendrick Jr.*  
OSBD Manager

*This certificate supersedes any certificate previously issued. If there are any changes regarding the information (i.e. business structure, ownership, day-to-day management, operational control, addresses, phone and fax numbers or authorized signatures) provided in the submission of the business application for certification as a M/W/SBE, you must immediately (within 30 days of such changes) notify the Office of Small Business Development in writing. The Office of Small Business Development reserves the right to conduct a compliance review at any time to confirm certification eligibility. Furthermore, certification may be suspended or revoked upon findings of ineligibility.*