



STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor
Kathy Blumenfeld, Secretary
Jana Steinmetz, Administrator

August 17, 2023

Dr. Nicole Bowman
Bowman Performance Consulting, LLC
W7023 Edgewater Road
Shawano, Wisconsin 54166

Dear Dr. Bowman:

Congratulations! After reviewing the information you supplied with the MBE Recertification Affidavit, we are pleased to inform you that your firm has been granted continued MBE certification by the State of Wisconsin. Your firm's name will remain in the Department of Administration's Directory as a certified minority business enterprise. Enclosed is your certificate. Your certification is valid until **October 25, 2026**.

As you know, your firm is required to continue to revalidate your eligibility annually. We will provide you with an annual renewal affidavit notification 30 days prior to the annual renewal date. In addition, as an MBE, you are required to notify the Department in writing within 30 calendar days of any MBE status changes, such as phone number, e-mail, address or web site changes, so that suppliers can locate your firm when they search the MBE directory. The MBE directory is located on our website at: wisdp.wi.gov (on the right side of homepage above the 'apply for certification' tab).

We wish you continued success as a Minority Business Enterprise providing service to the many firms and agencies that recognize the importance of a diverse supplier base.

For further information about your State of WI MBE certification or if you have any other questions, please contact us at 608-267-9550.

Sincerely,

Khadijah Perry
Equal Opportunity Specialist,
Wisconsin Supplier Diversity Program

Enclosure



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RECERTIFICATION

WI-4436 - MBE

**The Department of Administration
Division of Enterprise Operations
having determined that**

Bowman Performance Consulting, LLC

*Has successfully met the certification requirements as outlined in
Wisconsin Administrative Code Adm. 84 and the policies adopted thereunder,
hereby grants the designation of*

Minority-Owned Business Enterprise

and is recognized as such until the expiration of registration and certification on

Expiration: October 25, 2026

NIGP Codes:

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| 91800 | CONSULTING SERVICES |
| 91803 | Alcohol and Drug Abuse Consulting Services |
| 91812 | Analytical Studies and Surveys (Consulting) |
| 91820 | Business Consulting, Small |
| 91832 | Consulting Services (Not Otherwise Classified) |
| 91835 | Disadvantage Business Enterprise (DBE) and Historically Underutilized Business (HUB) Consulting Including Technical Assistance |
| 91846 | Feasibility Studies (Consulting) |
| 91865 | Human Relations Consulting |
| 91866 | Human Resources Consulting |
| 91867 | Human Services Consulting |
| 91879 | Minority and Small Business Consulting |
| 91885 | Personnel/Employment Consulting |
| 91890 | Strategic Technology Planning and Consulting Services |
| 92405 | Advisory Services, Educational |
| 92416 | Course Development Services, Instructional/Training |
| 92418 | Educational Services, Alternative |
| 92419 | Educational Research Services |
| 92425 | For Credit Classes, Seminars, Workshops, etc. |
| 92435 | In-Service Training (For Employees) |
| 92460 | Not-For-Credit Classes, Seminars, Workshops, etc. |
| 92464 | Partnering Workshop Facilitation Services |

NIGP Codes:

| | |
|-------|---|
| 92474 | Special Education |
| 92478 | Teaching and Instruction Services |
| 92480 | Tutoring |
| 92486 | Vocational Training, All Types |
| 92498 | Honoraria |
| 95259 | Human Services (Not Otherwise Classified) |
| 95277 | Research and Evaluation, Human Services |
| 95277 | Research and Evaluation, Human Services |
| 95290 | Training and Instruction (For Clients, Not Staff) |
| 95816 | Business Management Services |
| 95877 | Project Management Services |
| 96102 | Administrative Services, All Kinds |
| 96129 | Economic Impact Studies |
| 96132 | Environmental Impact Studies |
| 96160 | Public Opinion Surveys |
| 96161 | Public Speaking Services |
| 96234 | Event Planning Services |

NAICS Codes:

See online business directory at: <https://wisdp.wi.gov>

Product:

Research, development, evaluation, training and technical assistance for public and government organizations, Native American tribes/organizations, non-profit and for profit organizations.

Authorized By: *Khadijah Perry*

Khadijah Perry
Equal Opportunity Specialist,
Wisconsin Supplier Diversity Program