



June 25, 2024

Paula Kellerman, Director of Human Resources
City of Pittsburgh
414 Grant Street
Pittsburgh, PA 15219

Dear Ms. Kellerman,

Re: MBE/WBE PLAN APPROVED

1. **COMPANY: Industrial / Organizational Solutions Inc.**
PROJECT: Battalion Chief Testing

The City of Pittsburgh's Equal Opportunity Review Commission met on June 20, 2024 to review the above referenced Minority and Women Business Enterprise participation plan. The Commission voted to approve the plan as presented.

Sincerely,

A handwritten signature in black ink that reads "Chuck Durham".

Chuck Durham
Diversity Business Manager
City of Pittsburgh
Mayor's Office
412-255-8804

CC: Charlene Holder

