



STATE OF CONNECTICUT  
DEPARTMENT OF TRANSPORTATION



2800 BERLIN TURNPIKE, P.O. BOX 317546  
NEWINGTON, CONNECTICUT 06131-7546

Phone: (860) 594-2177

June 14, 2017

Ms. Melinda Penny  
Lindon Group, Inc.  
28 Sutton Avenue  
East Providence, RI 02914

Dear Ms. Penny:

Re: DBE CERTIFICATION ANNUAL REVIEW NOTICE

The Connecticut Department of Transportation (CTDOT) has completed its review of the Affidavit of No Change submitted on behalf of your firm Lindon Group, Inc. in fulfillment of its annual submission requirement. We are pleased to advise you that your firm continues to meet the eligibility criteria established by the U.S. Department of Transportation Disadvantaged Business Enterprise regulation, codified at 49 CFR, Part 26, and remain CERTIFIED as a Disadvantaged Business Enterprise (DBE) with CTDOT.

Your firm's certification with CTDOT will remain effective for as long as your firm continues to meet all DBE certification eligibility requirements and the ownership and control of the firm, upon which DBE certification was granted, has not changed. However, your firm's compliance with DBE certification eligibility criteria will be reviewed on an annual basis.

You are required to submit, annually, a sworn affidavit affirming that there have been no changes in your firm's economic disadvantaged status, ownership or control. In the event that there are changes, please be advised that you are required to notify CTDOT, within 30 days, of any changes in your business' ownership, control and/or operations including address, telephone number, business services, capabilities, and, for out-of-state firms, any changes that occur with your home-state certification. Failure to adhere to these requirements may result in the removal of DBE certification status. Your firm's next annual submission will be due on or before June 14, 2018.

We are pleased to have you as a participant in the DBE program and wish you much success.

Sincerely,

Constance Miano  
Secretary 2  
Office of Contract Compliance  
Bureau of Finance and Administration

CM/



STATE OF CONNECTICUT  
DEPARTMENT OF TRANSPORTATION



2800 BERLIN TURNPIKE, P.O. BOX 317546  
NEWINGTON, CONNECTICUT 06131-7546

Phone: 860-594-2167

August 2, 2017

Ms. Melinda Penney  
Lindon Group, Inc.  
28 Sutton Avenue  
East Providence, RI 02914

Dear Ms. Penney,

Please be advised that your firm's **Conditional** Affirmative Action Plan has been approved effective August 2, 2017.

Your plan will expire on **April 30, 2019** and your next update will be due prior to this date.

When updating your next Affirmative Action Plan, remember that you are required to contact a minimum of four (4) minority and female referral sources each time your firm has a hiring opportunity (**regardless if you are union or non-union, this is required for all firms**). These sources should be organizations or media that specifically target their services, or media reach, to minorities and/or women. In addition to the minority and female referral sources, you may use other sources for recruitment as well. This information will be requested in your next update. Failure to comply may result in a disapproval of your plan, making your firm ineligible to work on Connecticut Department of Transportation projects.

Please sign the enclosed document (Affirmative Action Commitment Acknowledgement) and return to Albert Cobbina, Office of Contract Compliance, Connecticut Department of Transportation, 2800 Berlin Turnpike, P.O. Box 317546, Newington, CT 06131-7546 or [Albert.Cobbina@ct.gov](mailto:Albert.Cobbina@ct.gov).

We look forward to your continued effort to provide equal access to employment opportunities in your firm. If you have any questions, please contact me at (860) 594-2167 or [Albert.Cobbina@ct.gov](mailto:Albert.Cobbina@ct.gov).

Sincerely,

Albert Cobbina  
E.E.O. Specialist 1  
Office of Contract Compliance  
Bureau of Finance and Administration

Enclosure: