



**Disability:IN™**

*certifies that the criteria for*

**Disability-Owned Business Enterprise (DOBE®)**

*certification has been met by*

**Zaylore Stout & Associates, LLC**

**Certificate Number:** Disability:IN32001

**Expiration Date:** Oct 13, 2023

A handwritten signature in black ink, appearing to read "Jill Houghton".

**Authorized by Jill Houghton, President and CEO**

**Disability:IN®**

Oct 13, 2021

**Date**

*This certificate is the property of the Disability:IN™ and must be returned, upon request of the Disability:IN™, if certification expires or is revoked.*

