



Elite Graphics is committed to diversity, equity, and inclusion. If we are awarded in part or in whole this RFP, we will commit no less than 10% of the total dollar spend with MBE subcontractors and 3% to Veteran based businesses.

We want our community to love Elite as much as we love our community. For that to happen we must not just be respectful and inclusive, but truly embrace and celebrate diversity. Diverse teams provide better, more innovative solutions, and foster healthy community relationships. At Elite, everyone is welcome. We prioritize inclusion in our employees, vendors, contractors, and service providers. We encourage authenticity in all our business relationships so that every person we work with feels empowered to be their true selves. We want to provide equal opportunities to everyone and foster a mix of race, gender, age, religion, identity, and experience within our business network so that we may all benefit from the collective variety of points of view.

Currently we have several service providers that are either minority-owned or veteran owned businesses, as well as contractors and or individual self-employed veterans. As new positions or opportunities become available at Elite Graphics or one of its related entities, we will continue to prioritize diversity in our hiring practices as well as broaden the diversity within our business partnerships. Presently we have one veteran driver that is employed under our commonly owned company Wildcat Shredding, as well as one veteran that works on a part time basis for our other startup company Engrvd. Though we are small in the number of staff, we are responsive to making inclusion a priority now and in the future.

Additionally, we are dedicated to best in business practices when it comes to our environment. All business practices are governed under our AAA NAID certification. These recycling requirements can be found under the following website at [www.naidonline.org](http://www.naidonline.org)

Sincerely,

A handwritten signature in blue ink, appearing to be "Dan De" followed by a flourish.