

Attachment A, Exhibit 4



A Full-Service Diversity, Equity, and Inclusion and Belonging Company

812-457-8423

6708 Newburgh Rd. -Evansville, IN 47715

www.inclusionandbeyond.com

EDUCATING|LEADING|TRANSFORMING

SUBCONTRACTOR LETTER OF COMMITMENT

March 13, 2024

Youth First, Inc.
111 S.E. Third St.
Evansville, IN 47708

This letter will serve as acknowledgement of our commitment to Youth First to provide goods and services as an Indiana Department of Administration MBE certified vendor for their programs and services to be implemented should Youth First be awarded a state contract under RFP 24-78769.

Subcontract Amount: \$18,000

Subcontract Amount as Percentage of Total Bid Amount: 1.04%

Anticipated Contract Dates: July 1, 2024 through June 30, 2025 with annual contract renewals, at the same sub-contract percentage of total contract award, in subsequent years for which Youth First is receiving contract funding under RFP 24-78769.

Description of Products to be Provided: Diversity, equity, inclusion and belonging (DEIB) consulting/coaching services including business and corporate management to the leadership team. This would be a continuation of the DEIB consulting/coaching services provided by Inclusion and Beyond to Youth First over the past 4.5 years. The services under this contract will include consulting/coaching on the establishment of Youth First's DEIB Council which will meet regularly to identify DEIB initiatives the organization should undertake. Additionally, Inclusion and Beyond will continue to provide consulting/coaching services through the administration and facilitation of the Intercultural Development Inventory™, IDI™ assessments to new staff, as well as provide IDI/DEIB consultation/coaching services to the staff to continue to impact their intercultural growth and development and to drive initiatives aimed at improving staff intercultural competencies.

Please contact me if you have any questions or need any clarifications.

Sincerely yours,

Maura G. Robinson, MPA – IDI Administrator
President – Certified MBE/WBE
Inclusion and Beyond, Inc.



STATE OF INDIANA

Eric J. Holcomb, Governor

DEPARTMENT OF ADMINISTRATION Division of Supplier Diversity

Indiana Government Center South
402 West Washington Street, Room W462
Indianapolis, IN 46204
(317) 232 - 3061

September 25, 2023

Maura Robinson
Inclusion and Beyond, Inc
6708 Newburg Road,
Evansville, IN 47715

Subject: Application for M/WBE Certification

Dear Ms. Robinson,

Congratulations! The Indiana Department of Administration, Division of Supplier Diversity is pleased to inform you that **Inclusion and Beyond, Inc** is hereby certified as a Minority and Women's Business Enterprise (M/WBE).

Your company provides a commercially useful function in the areas listed below. Only work performed in these areas will be counted towards Minority or Women's Business Enterprise participation:

UNSPSC CODE(S)

<i>Code</i>	<i>Description</i>
60105421	Understanding or dealing with cultural diversity instructional materials
80101500	Business and corporate management consultation services
80101504	Strategic planning consultation services
86111502	Distance teaching services
93141500	Social development and services
93141709	Cultural policy services

On September 13, 2010, the Governor's Commission on Supplier Diversity approved the department's effort to streamline its recertification process. Instead of conducting an onsite visit to each company seeking recertification, the department now has the discretion to waive the visit after a thorough review of the company's file and recertification documents. We have approved your recertification and it is valid through **September 30, 2026**. Please note that IDOA continues to reserve the right to conduct a site visit or phone interview at any time with certified companies.

Although your certification is valid for three years, you are required to submit an annual ***Affidavit of Continued Eligibility (ACE)*** form year. Instructions on how to receive and complete this form can be located at <https://www.in.gov/idoa/mwbe/minority-and-womens-business-enterprises/certify-your-business/>. Please remember that you must notify us immediately if any changes occur. Failure to notify us of changes or to provide an ACE form annually will result in the revocation of your certification. Changes include, but are not limited to, changes in location, contact information, ownership, and control.

Referencing: Inclusion and Beyond, Inc

We encourage you to visit IDOA's procurement website, www.in.gov/idoa/2464.htm, and update your Business Registration Profile. You must review and update your profile regularly, because state purchasing agents and prime contractors may use this information to contact you for business opportunities.

While this letter serves as notification of certification, it does not serve to prove continued eligibility. Please visit <https://www.in.gov/idoa/mwbe/2743.htm> to verify your certification status. Please contact our office at (317) 232-3061 or mwbe@idoa.in.gov if you have any other questions or concerns about your letter.

Sincerely,

Kesha Rich

Kesha Rich, Deputy Commissioner
Indiana Department of Administration
Division of Supplier Diversity

KR/RS