

ICE Mutual Agreement between Government and Employers

IMAGE

This Certificate of IMAGE Membership is awarded to

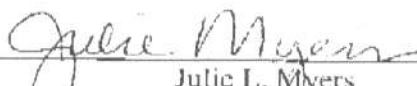
Hire Standards, LLC

*In recognition of its membership in the IMAGE program
and its agreement to adhere to the program's Best Employment Practices
in order to develop a more secure and stable workforce and thereby
contribute to our national security.*

Presented this 9th day of September, 2008.



**U.S. Immigration
and Customs
Enforcement**


Julie L. Myers
Assistant Secretary of Homeland Security
U.S. Immigration and Customs Enforcement

ARIZONA SUPER BOWL XLII HOST COMMITTEE

THIS CERTIFICATE ACKNOWLEDGES THAT

Hire Standards, LLC

IS REGISTERED AS AN APPROVED EMERGING BUSINESS
FOR SUPER BOWL XLII



BOB SULLIVAN
PRESIDENT
ARIZONA SUPER BOWL HOST COMMITTEE

NADINE ARROYO RODRIGUEZ
VICE PRESIDENT
EMERGING BUSINESS AND COMMUNITY OUTREACH
ARIZONA SUPER BOWL HOST COMMITTEE