



WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

hereby grants

National Women's Business Enterprise Certification

to

MCES Industries LLC

who has successfully met WBENC's standards as a Women's Business Enterprise (WBE).
This certification affirms the business is woman-owned, operated and controlled and is valid through the date herein.

WBENC National WBE Certification was processed and validated by Women's Business Enterprise Alliance, a WBENC Regional Partner Organization.

Certification Granted: August 28, 2024

Expiration Date: August 31, 2025

WBENC National Certification Number: WBE2402811



Authorized by April Day, President Women's
Business Enterprise Alliance

NAICS: 561720
UNSPSC: 76111500, 76111501





WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

**HEREBY GRANTS
WOMAN OWNED SMALL BUSINESS (WOSB) CERTIFICATION TO

MCES Industries LLC**

The identified small business is an eligible WOSB for the WOSB Program, as set forth in 13 C.F.R. part 127 and has been certified as such by an SBA approved Third Party Certifier pursuant to the Third Party Agreement, dated June 30, 2011, and available at www.sba.gov/wosb.

The WOSB Certification expires on the date herein unless there is a change to the SBA's regulation that makes the WOSB ineligible or there is a change in the WOSB that makes the WOSB ineligible. If either occurs, this WOSB Certification is immediately invalid. The WOSB must not misrepresent its certification status to any other party, including any local or State government or contracting official or the Federal government or any of its contracting officials.

Majority Female Owner: Kimberly Davolt

NAICS: 561720
UNSPSC: 76111500, 76111501

Certification Number: WOSB241810

Renewal Date: August 31, 2025

WOSB Regulation Expiration Date: 08/31/2027



April Day, Women's Business Enterprise
Alliance President

Pamela Prince-Easton, WBENC President & CEO

LaKesha White, Sr. Vice President, Certification



CERTIFICATE OF COMPLETION

This certifies that

Kimberly Davolt

has successfully completed the course

OSHA 10 Hour Outreach Training Program - General Industry



CEUs
1.0



Credit Hours
10.00



Completion Date
07/19/2024

Jason Cole

Jason Cole, Trainer C 26-0113289 and G 26-0084457



"As an OSHA Outreach Training Program trainer, I affirm that I have conducted this OSHA Outreach Training Program training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their course completion card within 90 calendar days of the end of the class."

"As an IACET Accredited Provider, 360training.com, Inc. offers IACET CEUs for its learning events that comply with the ANSI/IACET Continuing Education and Training Standard."

THIS CERTIFICATE IS NON-TRANSFERABLE

6504 Bridge Point Parkway, Suite 100 | Austin, TX 78730 | 360training.com



CENTER FOR
GOVERNMENT
CONTRACTING

UTSA.


CERTIFICATE OF COMPLETION

THIS CERTIFICATE IS PROUDLY AWARDED TO

MCES INDUSTRIES LLC

Congratulations on successful completion of the UTSA Procurement Academy
Awarded on this 13th of June 2024




Al Salgado, AVP Small Business and Community Engagement
Executive Director UTSA Texas South-West SBDC Network



CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

Crafting a Marketing Strategy and Plan to Unlock Government Market Opportunities

on May 15, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

Cybersecurity Essentials That Protect Your Business and Customers

on May 15, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

Going Green: Smart Manufacturing, EV Tech, and Green Development in the FAR

on May 15, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

Evolving DoD Contractor Cybersecurity Requirements (2024 Update)

on May 14, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

Crafting a Marketing Strategy and Plan to Unlock Government Market Opportunities

on May 15, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

Cybersecurity Essentials That Protect Your Business and Customers

on May 15, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

Going Green: Smart Manufacturing, EV Tech, and Green Development in the FAR

on May 15, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

Developing a Compelling Capability Statement (2024 Update)

on May 11, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

A Step-by-Step Guide on How to Become a GSA Schedule Contractor

on May 10, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

How to Get Your Foot in the Door with Micro-Offers

on May 10, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

A Step-by-Step Guide on How to Become a GSA Schedule Contractor

on May 10, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





CERTIFICATE OF COMPLETION

Presented to

Kimberly Davolt

for having completed

Ethics in Federal Government Contracting (2023 Update)

on May 9, 2024

Credits Earned: 1.5 ATCs; 1.5 CPEs





Having undergone a comprehensive assessment of its management structure and green cleaning operations by an independent accredited CIMS-GB Assessor

MCES Industries, LLC

is hereby certified to the ISSA Cleaning Industry Management Standard Green Building Criteria, Advanced by Global Biorisk Advisory Council and has successfully demonstrated a commitment to the delivery of environmental preferable services designed to meet customer needs and expectations

This certification expires

February 21, 2026


John H. Barrett ISSA Executive Director


Brant Inero Senior Director of Education, Training, Certification & Standards



Kimberly Davolt-Flores

has successfully fulfilled the requirements as a

Certified Professional Trainer

and is authorized and empowered to provide training and certification
for CMI's Certified Custodial Technician Program and CMI Verified Training Programs
and is therefore certified under the standards set forth by the
Cleaning Management Institute.

This certification expires two years from July 1, 2021

Brant Inero
Director of Education, Training
Certifications and Standards



TRAINER



Kimberly Davolt

has successfully fulfilled the requirements as a

Certified Professional Trainer

And is authorized and empowered to provide training and certification for CMI's
Certified Custodial Technician Program and CMI Verified Training Programs
and is therefore certified under the standards set forth by the
Cleaning Management Institute.

This certification expires two years from **December 31, 2023**

John H. Barrett ISSA Executive Director

Brant Inero Chief Global Education Officer

Tim Sneed

Facilities Program Manager, Chenega Corporation

5253 Prue Rd #230

San Antonio, TX 78240

Jinwan Kim

Procurement Specialist III, Procurement Division

City of San Antonio, Finance Department

January 24, 2024

Dear Mr. Kim,

I am pleased to write this letter of recommendation for Kimberly Davolt, who served as the Executive Director of Operations for Helpful Hands, Incorporated (HHI). It is with great confidence that I express my admiration for her exceptional leadership, strategic vision, and unwavering dedication to excellence.

Ms. Davolt played a pivotal role in shaping and executing the operational strategy for HHI in providing contracted janitorial services to the Department of Homeland Security Facilities. Her keen understanding of complex business dynamics, coupled with a strategic mindset, contributed significantly to the overall success of the service contract. She demonstrated an ability to align operational objectives with broader organizational goals, resulting in improved efficiency and performance.

One of Ms. Davolt's key strengths is her ability to lead and inspire a team. She fostered a positive and collaborative work culture, encouraging innovation, open communication, and a strong sense of accountability among team members. Her leadership style not only motivated the team but also cultivated an environment where individuals could thrive and contribute their best.

In addition to her strategic and leadership skills, Ms. Davolt exhibited exceptional problem-solving abilities. She successfully navigated challenges, making informed decisions that led to effective solutions and positive outcomes. Her forward-thinking approach and adaptability to change were instrumental in steering the operations department through various complexities.

Furthermore, Ms. Davolt demonstrated a high level of integrity, professionalism, and commitment to ethical business practices. Her interactions with internal and external stakeholders reflected her dedication to maintaining the highest standards of excellence and integrity.

I am confident that Ms. Davolt will bring the same level of expertise, passion, and leadership to any organization fortunate enough to have the opportunity to work with her. Her proven track record and commitment to operational excellence make her an outstanding partner to work with.

If you have any further questions or require additional information, please feel free to contact me. I highly recommend Ms. Davolt and believe she will make significant contributions to any project.

Sincerely,



Tim Sneed

Facilities Program Manager, Chenega Corporation

Kyle Mathias
Environmental Services Executive HHI
9040 Jackson Ave.
Joint Base Lewis-McChord, WA 98431
kyle@hhisa.com
253-964-1543
01/23/24

Dear Mr. Jinwan,

I am writing to provide a letter of reference for the Environmental Services Oversight from Kimberly Davolt-Flores, who has been an invaluable member of our team at HHI. Kimberly Davolt-Flores served in the capacity of Executive Vice President of Operations and was responsible for overseeing the operational environmental services at our facility.

During Kimberly Davolt-Flores's tenure with us, she exhibited exceptional dedication, leadership, and expertise in managing environmental services. Her role involved overseeing the cleanliness and hygiene standards of our facilities, ensuring compliance with industry regulations, and implementing efficient and effective cleaning protocols.

Kimberly Davolt-Flores demonstrated an impressive ability to lead a team of environmental services staff, fostering a culture of excellence and accountability. They played a crucial role in implementing standardized cleaning procedures, ensuring that our facilities maintained the highest standards of cleanliness.

In addition to their operational responsibilities, Kimberly Davolt-Flores consistently collaborated with other departments to address specific cleaning needs and respond to emergent situations. Her attention to detail and commitment to infection prevention significantly contributed to the overall safety and well-being of our staff and patients. Especially during the height of COVID when she remained onsite for two years providing leadership and support.

Furthermore, Kimberly Davolt-Flores exhibited excellent communication skills, regularly providing updates to the leadership team, participating in training sessions, and contributing to the continuous improvement of our environmental services program.

It is with great confidence that I recommend Kimberly Davolt-Flores for any position related to environmental services oversight. Her professionalism, technical competence, and commitment to maintaining a safe and clean environment make them a valuable asset to any organization.

If you require any further information or have specific inquiries about Kimberly Davolt-Flores's performance, please feel free to contact me at 253-964-1543 or kyle@hhisa.com.

Thank you for considering Kimberly Davolt-Flores and MCES for the opportunity.

Sincerely,

A handwritten signature in black ink, appearing to read "Kyle Mathias". The signature is stylized with a cursive-like flow.

Kyle Mathias

Environmental Services Executive

Madigan Army Hospital



Certificate



This is to certify that

Kimberly Davolt-Flores

Successfully obtained certificate in

Basics of Lean Six Sigma: Green Belt



5028-32636516

Maere Richardson

Director of Certification



21st August 2023

Date of Award



Certificate



This is to certify that

Kimberly Davolt-Flores

Successfully obtained certificate in

Learning Lean Six Sigma: Yellow Belt



4373-32636516

Maevé Richardson

Director of Certification



16th July 2023

Date of Award



Certificate



This is to certify that

Kimberly Davolt-Flores

Successfully obtained certificate in

Learning Lean Six Sigma: White Belt



4372-32636516

Maere Richardson

Director of Certification



4th August 2023

Date of Award



Certificate



This is to certify that

Kimberly Davolt-Flores

Successfully obtained certificate in

Creating a Diverse and Inclusive Workplace Culture



5017-32636516

Maeve Richardson

Director of Certification



21st August 2023

Date of Award



Systems Thinking

Course completed by Kimberly Davolt-Flores, T-CHEST, T-CSCT, C.P.T., CHTI
Aug 30, 2023 at 04:25AM UTC • 34 minutes

Top skills covered

Systems Thinking

A handwritten signature in dark blue ink that reads "Dan Bodnity".

Head of Content Strategy, Learning



Certificate ID: 8f299639b06f1c848e92da84ef8c93cb3d77c2aa4b346237760a5f232b7e22dc

Certificate of Completion

The Association for the Health Care Environment

Has Awarded 8 CPE Credits to

Kimberly Davolt-Flores

for Successfully Completing the

“CHESP Extended Review Course” – July 29th, 2023



Certificate of Completion

This certifies that:

Kimberly Davolt-Flores

Successfully Completed (COURSE) Ethics and Project Management.

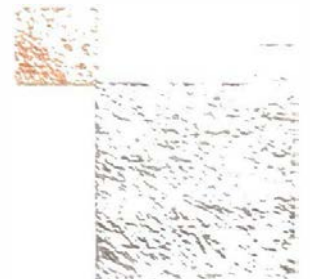
This course completed 0 Hours 43 Minutes training hours.

A handwritten signature in black ink, reading "H. Graff", written over a horizontal line.

Heidi Graff
Senior Director, Workforce Development

Completed on:

6/30/2023





Project Management Foundations: Integration

Course completed by Kimberly Davolt-Flores, T-CHEST, T-CSCT, C.P.T., CHTI
Aug 30, 2023 at 02:59AM UTC • 44 minutes

Top skills covered

Project Integration Management

A handwritten signature in black ink that reads "Dan Brodsky".

Head of Content Strategy, Learning



Certificate ID: b29789b2908dfb7ec211fe4abbae5965fbbd6be982af768fb35106ceb4f77418



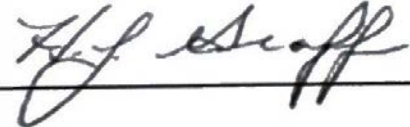
Certificate of Completion

This certifies that:

Kimberly Davolt-Flores

Successfully Completed (COURSE) Being a Responsible Corporate Digital Citizen

This course completed 0 Hours 23 Minutes training hours.



Heidi Graff
Senior Director, Workforce Development

Completed on:

6/30/2023





Certificate of Completion

This certifies that:

Kimberly Davolt-Flores

Successfully Completed (COURSE) Building Trust with Business Ethics.

This course completed 0 Hours 24 Minutes training hours.



Heidi Graff
Senior Director, Workforce Development

Completed on:

6/30/2023





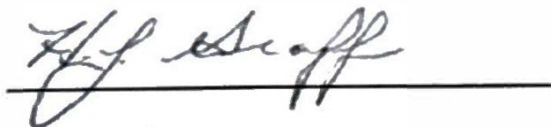
Certificate of Completion

This certifies that:

Kimberly Davolt-Flores

Successfully Completed (COURSE) Developing Diplomacy and Tact.

This course completed 0 Hours 22 Minutes training hours.

A handwritten signature in black ink, reading "Heidi Graff", written over a horizontal line.

Heidi Graff
Senior Director, Workforce Development

Completed on:

6/14/2023





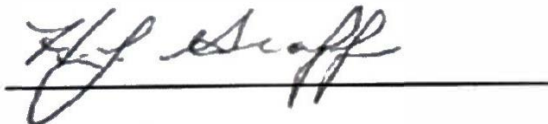
Certificate of Completion

This certifies that:

Kimberly Davolt-Flores

Successfully Completed (COURSE) Earning and Offering Trust at Work.

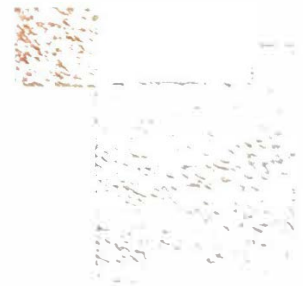
This course completed 0 Hours 29 Minutes training hours.

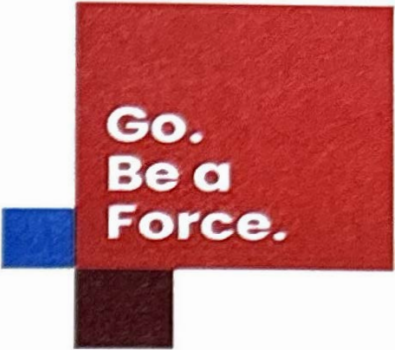
A handwritten signature in black ink, reading "Heidi Graff", written over a horizontal line.

Heidi Graff
Senior Director, Workforce Development

Completed on:

6/14/2023





Certificate of Completion

This certifies that:

Kimberly Davolt-Flores

Successfully Completed (COURSE) Remaining Tactful and Diplomatic under Pressure

This course completed 0 Hours 23 Minutes training hours.

A handwritten signature in black ink, appearing to read "H. Graff", written over a horizontal line.

Heidi Graff
Senior Director, Workforce Development

Completed on:

6/30/2023





Certificate of Completion

This certifies that:

Kimberly Davolt-Flores

Successfully Completed Cornerstones of Compliance.

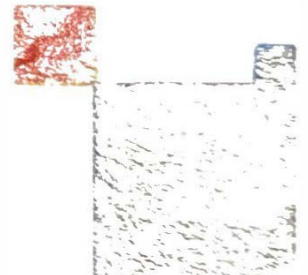
This course completed 3 Hours 30 Minutes training hours.



Heidi Graff
Senior Director, Workforce Development

Completed on:

4/25/2023






Certificate of Completion

This certifies that:

Kimberly Davolt-Flores

Successfully Completed (COURSE) Becoming an Accountable Professional.

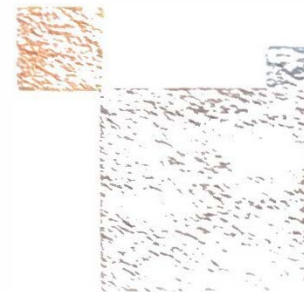
This course completed 0 Hours 22 Minutes training hours.

A handwritten signature in black ink, appearing to read "H. Graff", written over a horizontal line.

Heidi Graff
Senior Director, Workforce Development

Completed on:

6/30/2023





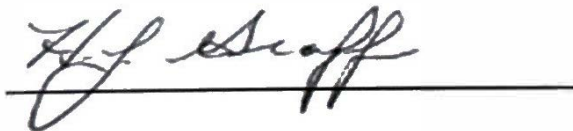
Certificate of Completion

This certifies that:

Kimberly Davolt-Flores

Successfully Completed (COURSE) Navigating Challenging Situations with *Leadership*
and Tact.

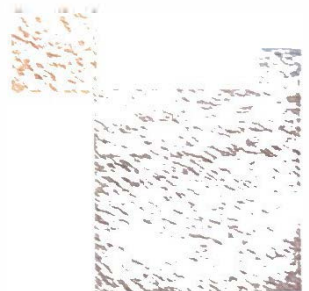
This course completed 0 Hours 20 Minutes training hours.



Heidi Graff
Senior Director, Workforce Development

Completed on:

6/30/2023





Ethics Conversations: Building an Ethics-Based Culture

Course completed by Kimberly Davolt-Flores, T-CHEST, T-CSCT, C.P.T., CHTI

Aug 21, 2023 at 08:49PM UTC • 2 hours 23 minutes

Top skills covered

Organizational Culture

Business Ethics

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRI™ and SPHRI™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)

Provider ID #604152

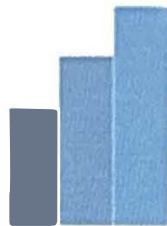
Activity # 614915

Recertification Credits 2.25

Certificate ID:

3ca5ca6727a6059e0a104a249d955a0005b33a9d39b1c119ca30c97b1371a24





The Rape Crisis Center
HELP. HOPE. HEALING.

CERTIFICATION OF COMPLETION

KIMBERLY DAVOLT

For Completion of 4 CEU hours

AACAT 4th Annual Human Trafficking Conference

9/10/2018

Date of Training

LPC Provider Number: 169
Social Work CEU Sponsor Number: CS2471

Carmen Vasquez, LPC-S
Clinical Director, The Rape Crisis Center



Certificate of
Course Attendance

This certifies that

KIMBERLY DAVOLT

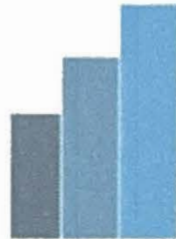
LICENSE NO.

has successfully completed "Bexar County Initiatives in Juvenile Justice"
on October 5, 2018,
facilitated by Judge Daphne Previti Austin

Beth Confer, MA, LPC

BETH CONFER, MA, LPC / CEU COORDINATOR

CREDIT: 2 Clock Hours | Social Work CE Provider #5088 Exp 10/31/18 | Texas LPC Approved Provider #2095 Exp 1/31/19
Texas LMFT Provider #780 Exp 2/28/19 | TPA PD# 2015-01 Exp 2/28/19



The Rape Crisis Center
HELP. HOPE. HEALING.

CERTIFICATION OF COMPLETION

This certificate is awarded to

KIMBERLY DAVOLT

For completion of 1 Continued Education Contact Hours in

State v. Steven Sumlin: Buyers are a Prosecutor's Best Friend

September 25, 2019

Date of Training

LPC Provider Number: 3190
LMFT Provider Number: 1181
LSW Provider Number: 7488

Carmen Vasquez, LPC-S
Clinical Director, The Rape Crisis Center



The Rape Crisis Center
HELP. HOPE. HEALING.

CERTIFICATION OF COMPLETION

This certificate is awarded to

KIMBERLY DAVOLT

For completion of 1 Continued Education Contact Hours in

ACEs Trauma Informed Communities

September 25, 2019

Date of Training

LPC Provider Number: 3190
LMFT Provider Number: 1181
LSW Provider Number: 7488

Carmen Vasquez, LPC-S
Clinical Director, The Rape Crisis Center



The Rape Crisis Center
HELP. HOPE. HEALING.

CERTIFICATION OF COMPLETION

This certificate is awarded to

KIMBERLY DAVOLT

For completion of 1 Continued Education Contact Hours in

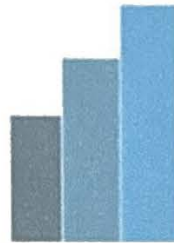
Human Trafficking and Forced Abortion

September 26, 2019

Date of Training

LPC Provider Number: 3190
LMFT Provider Number: 1181
LSW Provider Number: 7488

Carmen Vasquez, LPC-S
Clinical Director, The Rape Crisis Center



The Rape Crisis Center
HELP. HOPE. HEALING.

CERTIFICATION OF COMPLETION

This certificate is awarded to

KIMBERLY DAVOLT

For completion of 1 Continued Education Contact Hours in

Healing the Exploited

September 25, 2019

Date of Training

LPC Provider Number: 3190
LMFT Provider Number: 1181
LSW Provider Number: 7488

Carmen Vazquez, LPC-S
Clinical Director, The Rape Crisis Center



The Rape Crisis Center
HELP. HOPE. HEALING.

CERTIFICATION OF COMPLETION

This certificate is awarded to

KIMBERLY DAVOLT

For completion of 1 Continued Education Contact Hours in

**Strangulation: The Hidden Crime in Child Abuse, Sexual
Violence & Human Trafficking of Children**

September 25, 2019

Date of Training

LPC Provider Number: 3190
LMFT Provider Number: 1181
LSW Provider Number: 7488

Carmen Vasquez, LPC-S
Clinical Director, The Rape Crisis Center

CERTIFICATE OF ATTENDANCE

The below signed individual participated in the National Seminars Training workshop

Management and Leadership Skills for First-time Supervisors and Managers



KIMBERLY DAVIDE-FLORES
Participant Name

4-10-18 4-9-18
Course Date and Location

Cameron Bishop
Cameron Bishop, President/CEO



National Seminars Training is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its Web site: www.learningmarket.org. This seminar qualifies for 12 CPEs. Previous work experience and/or background knowledge should be obtained before attending this seminar. Program level: Intermediate. For more information regarding administrative policies such as complaint and refund, please contact our offices at 1-800-873-7545.

In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour. National Registry of CPE Sponsors identification number 108985. Field of study: Management Services. Group live delivery.

National Seminars Training
6900 Squibb Road, Mission, Kansas 66202
a division of the Graceland College Center
for Professional Development and Lifelong Learning, Inc.

McAfee Institute

Hereby Certifies That

Kimberly Davolt-Flores

In recognition of fulfillment of the requirements, the certification of

Certified Human Trafficking Investigator (CHTI)

With all of the rights, privileges, and honors thereto pertaining

Granted this fifth day of September, two thousand eighteen.

Joshua P McAfee
Chief Executive Officer



Paul W McAfee
Chairman of the Board of Regents

San Antonio College Continuing Education

Certifies that

Kimberly Hamilton

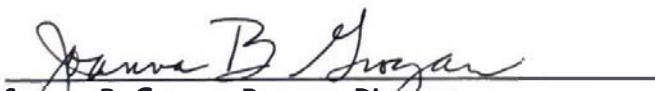
Has fulfilled the requirements of the

Thomas C. Hoy Leadership Institute

Program and is hereby awarded 4.8 CEUs

This 15th day of May, 2008


Tim Rockey, Dean
Continuing Education Training Network


Joanna B. Grogan, Program Director
Professional Studies, Licensure & Certification Center

