

Certificate Number: **27707**
Expiration Date: **01/31/2026**
Renewal required by date above



The National LGBT Chamber of Commerce

Hereby Recognizes:

Inequity Agents of Change

As a Certified LGBT Business Enterprise™

(LGBTBE)



Justin G. Nelson
Co-Founder & President



Chance E. Mitchell
Co-Founder & CEO

nglcc 
Certified LGBTBE

THIS CERTIFIES THAT

Cox Bias Habit Training & Consulting



* Nationally certified by the: **NORTH CENTRAL MINORITY SUPPLIER DEVELOPMENT COUNCIL**

*NAICS Code(s): 541690

* Description of their product/services as defined by the North American Industry Classification System (NAICS)

09/27/2022

Issued Date

WS04677

Certificate Number

A handwritten signature in black ink, appearing to read "Ying McGuire".

Ying McGuire
NMSDC CEO and President

A handwritten signature in black ink, appearing to read "Heather N. Olson".

Heather N. Olson

09/27/2023

Expiration Date

By using your password (NMSDC issued only), authorized users may log into NMSDC Central to view the entire profile: <http://nmsdc.org>

Certify, Develop, Connect, Advocate.

* MBEs certified by an Affiliate of the National Minority Supplier Development Council, Inc.®