

January 14, 2026

Jayne Millard
Co-CEO and Chairman
Turtle & Hughes, Inc., d/b/a Turtle
100 Walnut Avenue
Floor 4
Clark, NJ 07066

Re: Women-owned Business Enterprise (WBE) Certification
Type: Vendor

Dear Jayne Millard,

We are pleased to inform you that The Port Authority of NY & NJ has re-evaluated your business and determined that it continues to be eligible to participate in the agency's Minority and Women-owned Business Enterprise (MWBE) program. **Turtle & Hughes, Inc., d/b/a Turtle**, remains in the Port Authority's on-line directory of certified MWBEs which can be accessed at: <https://panynj.diversitysoftware.com/FrontEnd/SearchCertifiedDirectory>.

Please be advised that we periodically review all certifications and reserve the right to decertify any firm that no longer meets our guidelines. You must notify the Office of Diversity, Equity, and Inclusion in writing within 30 days of any significant changes to your business. These include, but are not limited to, a change of officers, directors, location, and business name. Failure to advise us of these changes can result in decertification of your business.

This certification will remain in effect for five years or until January 14, 2031, after which you must submit a recertification application with supporting documentation. The application can be accessed from our Web site: www.panynjSD.com

We invite you to use the following links to:

- Provide us with feedback on your experience with the certification process - <https://forms.office.com/g/w033bEN0Yv>
- Learn more about next steps to take to find opportunities - <https://www.panynj.gov/content/dam/port-authority/business-opportunities/certified-firms-next-step-guide.pdf>

If you have any questions regarding your certification, you may contact me at (201) 395-3932 or via email at latkinson@panynj.gov.

Sincerely,

Lavar Atkinson
Lavar Atkinson
Certification Analyst
Office of Diversity, Equity, and Inclusion



Please be sure to add panynj@diversitysoftware.com - our official system email address- to your safe sender list so you don't miss any messages from us.