

BUSINESS

More firms test out faith in the workplace

Many companies adding religion to diversity directives

By David Crary
ASSOCIATED PRESS

NEW YORK — It has become standard practice for U.S. corporations to assure employees of support regardless of their race, gender or sexual orientation. There's now an intensifying push to ensure that companies are similarly supportive and inclusive when it comes to employees' religious beliefs.

One barometer: More than 100 percent of the Fortune 100 have established faith-based employee resource groups, according to an AP examination and there's a high-powered conference taking place this week in Washington aimed at expanding those ranks.

"Corporate America is at a tipping point toward giving religion similar attention to that given the other major diversity categories," says Brian Grim, founder and president of the Religious Freedom & Business Foundation that's co-hosting the conference along with the Catholic University of America's Busch School of Business.

A few companies have long-established faith-in-the-workplace programs, such as Arkansas-based Tyson Foods, which deploys a team of more than 90 chaplains to comfort and counsel employees at its plants and offices. That program began in 2000.

However, Grim says most companies — over the past few decades — have given religion less attention in their diversity/inclusion programs than other categories such as race, ethnicity, gender, sexual orientation and disabilities.

Grim is an associate scholar at the Religious Liberty Project at Georgetown University and a former senior researcher with the Pew Research Center. From 2015-16, he served as chair of the World Economic Forum's global agenda council on the role of faith.

Grim's foundation, founded in 2014, recently completed a detailed analysis ranking the Fortune 100 companies on their commitment to religious inclusion as part of those programs.

The top 10 in the rankings featured some of America's best-known companies — Google's parent company Alphabet, Intel, Tyson Foods, Target, Facebook, American Airlines, Apple, Dell, American Express and Goldman Sachs.

Tyson won points for its chaplaincy program; most of the others have formed either a single interfaith employee resource group or separate groups for major religions such as Christianity, Islam and Judaism. Google's interfaith group, the Inter Belief Network, has chapters for those faiths and for Buddhists, while Intel has a group for agnostics and atheists, as well as groups for major religious faiths.

One employer, the Internal Revenue Service, has a group specifically for Christian fundamentalists.

Grim says several other high-profile companies — including Walmart, the largest U.S. employer — have recently decided to launch faith-based employee groups.

One of the fastest growing faith-based groups, called Faithforce, was launched by Salesforce in 2017. Its founder, Farah Siddiqui, says more than 2,600 employees have signed up since then, joining 17 regional hubs on five continents.

Siddiqui, a Muslim whose family is from Pakistan, said the group now includes Sikhs, Hindus, pagans and humanists, as well as followers of America's largest faiths.

"We're a very inclusive group," she says. "If someone has something interesting to share, we share it. There is no proselytizing."

Siddiqui said Faithforce, in somber fashion, proved its value after a string of deadly attacks on houses of worship in far-flung parts of the world — notably the Tree of Life syn-

agogue in Pittsburgh, three Christian churches in Sri Lanka and two mosques in New Zealand.

"We had healing circles after each of those tragedies," said Siddiqui, who recounted in-person visits by a rabbi and a Muslim scholar.

"What we've done is support our employees of those faiths to show that the rest of us are here for them," she said.

At Tyson Foods, the team of chaplains includes one Muslim, but is overwhelmingly Christian. However, the team's director, Karen Diefendorf, says the chaplains are trained to provide empathetic pastoral care to employees and their families regardless of what faith — if any — the workers belong to.

Diefendorf, whose career includes stints as a United Methodist minister and a U.S. Army chaplain, said there's a key difference between pastoring and chaplaincy.

"When I pastor, I only represent my denomination, my faith tradition," she said. "As a chaplain, I can support people who come from very different backgrounds...I ask them how their beliefs are helping them cope with what's going on."

Often, the chaplains are sought out by employees struggling with difficulties at work or at home, but Diefendorf said her team members sometimes act proactively — for example, finding tactful ways to signal to a supervisor that his or her management practices are causing prob-

lems for workers.

Her advice to other companies considering a chaplaincy team: "Making the right hire is critically important."

"You want a person who has maturity, who is secure in their own faith but not spiritually conflicted in allowing others to pursue their faith," she said.

Formal theological training is an asset, but not sufficient in itself, she added. "They can have all the training in the world, but if they don't have the right compassion in their heart, they aren't worth a plugged nickel."

Thus far, the faith-in-the-workplace movement has mostly escaped harsh criticism. Brian Grim has taken pains to argue that faith-based employee resource groups are not a threat to



Logan Webster / Tyson Foods via Associated Press

Karen Diefendorf, second from right, is the director of chaplain services at Tyson Foods.

LGBTQ employees, and instead should be viewed as a sign of a corporation's overall commitment to diversity and inclusion. American Airlines is evidence of that: Its presence high atop the new religious-freedom rankings come after many years of ac-

colades for its strong support of LGBTQ employees.

"The perception out there is that religion is a dangerous topic, but some companies have found the opposite — that it reinforces the other things they care about," Grim said.



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NOTICE TO CREDITORS

Notice To Creditors

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Call the Legals Team
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BIDS & PROPOSALS

LEGAL NOTICE
 BakerRipley, a non-profit human services organization, announces a Request for Proposal (RFP) #20-04 for 403(b) Plan Administration/Recordkeeping.

 Interested Vendors must email cmarchetti@nfp.com, by the deadline date of **March 3, 2020** with their contact information with a preferred email subject line of **"BakerRipley 403(b) RFP"**, to request inclusion in the RFP.

 The RFP Portal opens **March 5, 2020** and instructions will be emailed to participating Vendors.

 The deadline for submitting a proposal is **March 23, 2020**.

 BAKERRIPLEY ENCOURAGES SMALL AND HISTORICALLY UNDERUTILIZED BUSINESSES TO APPLY.

REQUEST FOR QUALIFICATIONS
 The City of Webster, Texas is requesting Statements of Qualifications from firms who can adequately demonstrate they have the resources, experience and qualifications to fulfill the role of Design and limited Construction Phase Consultant for the implementation of NASA 1 Bypass Extension project, which includes 4 lanes divided with raised median and accommodation for shared pedestrian and bicycle facilities.
 The respondent should select a team of professionals capable of providing the required services in an efficient manner in the best interest of the City of Webster and that would be successful, on-time, and on-budget project delivery. Qualifications are due on March 20, 2020. Please visit <https://www.cityofwebster.com/bids.aspx>.

REQUEST FOR COMPETITIVE SEALED PROPOSALS

CFISD 2019 ANDRE, BIRKES, EMERY, FRAZIER, HEMMENWAY, LAMKIN, POSTMA & YEAGER ES RENOVATIONS PROPOSAL NO. 19-02-5435R-RFP CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT

 The Cypress-Fairbanks Independent School District will accept Competitive Sealed Proposals until 2:00 P.M. on Thursday, March 26, 2020 for base proposals and 3:00 P.M. for alternate proposals at the Cypress-Fairbanks Independent School District Windfern Administrative Annex, 12510 Windfern Road, Houston, Texas 77064. A Pre-Proposal Conference will be held Monday, March 9, 2020 at 10:00 A.M. at the above location. Proposal Evaluation Criteria are published in the "Instructions to Offerors" section of the proposal documents. Plans and specifications will be released Monday, February 24, 2020 and will be available digitally at Page's downtown office at 1100 Louisiana, Suite One, Houston, Texas 77002 (713) 871-8484 upon request. The Owner reserves the right to waive any informalities and to reject any or all proposals.

New Caney ISD

Facilities/Planning

AA - Advertisement for Sealed Proposals

NEW CANEY ISD ADVERTISEMENT FOR SEALED PROPOSALS
New Comprehensive High School #3 located at 180 Sorters McClellan Rd. Kingwood, TX 77339, Project #008-2018. Proposals due: **Thursday, April 2, 2020, before 2:00pm CST/CST at the NCISD Facilities and Construction Office, located at 22784 Hwy 59S, Bldg. E, Porter, TX 77365**, at which time and place the Proposals will be opened publicly and read aloud. A Proposal Security in the amount of ten percent (10%) of the proposal amount is required. **Project** is a 3-story free standing 337,000 sq ft concrete tilt-up bldg. Site work includes retention system, field house, press-boxes, grandstands and athletic fields. The project includes off-site work related to utility extensions and public road widening to meet City of Houston requirements.
 A Pre-Proposal Conference will be held at: **NCISD Facilities and Construction Office located at 22784 Hwy 59S, Bldg. E, Porter, TX 77365, on Wednesday, March 18th, 2020 at 9:30am CST/CST**. Proposal Contract Documents will be available on Monday, March 9th, 2020 at Stantec Architects, Houston office by calling 713-548-5816, for a **(\$800.00)** refundable deposit. Contract Documents may be examined at the following virtual plan rooms: ARC Houston, <https://order.e-arc.com/arcEOC>, F.D. Dodge Company (www.construction.com), LSO.FT (www.lsoft.com), and Virtual Builders Exchange (www.virtualbx.com). The Contract may be awarded to a proposer per the following criteria: 1. The Offeror's submitted base proposal-**50%**; 2. The Offeror's experience and reputation-**15%**; 3. The quality of the Offeror's goods or services-**15%**; 4. The Offeror's safety record-**2%**; 5. The Offeror's proposed personnel-**5%**; 6. Whether the Offeror's financial capability is appropriate to the size and scope of the project-**5%** 7. Offeror's ability to complete project on time-**5%**; 8. Offeror's performance in responding to warranty - **3%**. The District reserves the right to reject any and all proposals, and the right to negotiate with any proposers after submission of proposals. In addition, the District, at its discretion, may waive any formalities or minor irregularities regarding the proposals.

Proposal Notice

2019 BASEBALL & SOFTBALL FIELD RENOVATIONS - CY FALLS, CY RANCH, CY RIDGE & CY WOODS HS
CFISD Project No. 19-11-5450R-RFP

CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT

 The Cypress-Fairbanks Independent School District will accept Competitive Sealed Proposals from qualified contractors until 2:00 PM on Tuesday, **March 24, 2020** for Base Proposals, and 3:00 P.M. for Alternates Proposals at the Cypress-Fairbanks Independent School District Windfern Administrative Annex located at 12510 Windfern Road, Houston, Texas 77064. A Pre-Proposal Conference will be held **Monday, March 16, 2020** at 10:00 A.M. at the Cypress-Fairbanks Independent School District Windfern Administrative Annex (address listed above). Proposal Evaluation Criteria are published in the "Instructions to Offerors" section of the proposal documents.

 Plans and specifications will be available on/after March 02, 2020 and can be obtained from the following address for a refundable deposit of \$250.00 per set. Make checks payable to Texas-IBI Group Inc.
 Texas-IBI Group, Inc.
 455 E. Medical Center Blvd., Suite 500
 Webster, Texas 77598
 (281) 286-6605

 The Owner reserves the right to waive any informalities and to reject any or all proposals.

NOTICE TO BIDDERS
The Metropolitan Transit Authority of Harris County, Texas (METRO) is planning to issue the procurement documents listed in this advertisement.
IFB No. 4020000073: For METROSTAR Vanpool Vehicle Decal Manufacturing. Solicitation will be available on or about 02/24/2020.
IFB No. 4020000086: Purchase and Delivery of Allison Dual Power Inverter Modules (DPM's) for METRO's Transit Vehicles. Solicitation will be available on or about 02/24/2020.
IFB No. 4020000087: For Purchase and Delivery of Fuel Injector Tubes for METRO's Transit Vehicles. Solicitation will be available on or about 02/24/2020.
IFB No. 4020000088: For Cambridge Signals and Ramp Reconstruction. Solicitation will be available on or about 02/24/2020.
RFP No. 4020000089: Performance Audit Services. Solicitation will be available on or about 02/24/2020.
 Prospective bidders/proposers can view and download these solicitations by visiting METRO's website at <https://www.ridemetroapp.org/procurement/>. If you are unable to download the documents or are having difficulty, please contact METRO Plan and Bid Room at (713) 739-4881.

 Competitive Sealed Proposals addressed to Spring Branch Independent School District will be received in the SBISD Planning & Construction Office 1066 Gessner Rd. Bldg. A, Houston, TX 77055 until:

MARCH 31, 2020 @ 2:00 PM FOR: CSP FOR EAST TRANSITION CENTER RENOVATIONS (14237)

PRE-PROPOSAL CONFERENCE ON MAR 4, 2020 @ 10:00 AM at SBISD Planning & Construction, 1066 Gessner Rd., Bldg. A, Houston, TX 77055.

 For information contact the SBISD Purchasing Department at (713) 251-1100

 Proposers should register on Ion Wave website at: <https://springbranchisd.ionwave.net/Login.aspx>

FUEL RFP:
INVITATION TO BID
 Sealed bids and proposals will be received by IDEA Public Schools at 2115 W Pike Blvd., Weslaco, TX 78596 on or before 5 PM on March 30th, 2020 for the following goods: Fuel Card Program. Bids received after this time will not be accepted. Response forms and specifications for the above may be obtained at 2115 W Pike Blvd., Weslaco, TX 78596 or can be viewed at <https://ideapublicschools.org/contact-us>

LEGAL NOTICES

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APPENDIX G-1 LEGAL NOTICE FOR PUBLIC HEARING WITHOUT VARIANCE OR SPECIAL EXCEPTION

 The Houston Planning Commission has received an application to allow the partial replating of Blueridge Section 2 of being all or part of lot 26 block 19 as recorded in Volume 47 Page 32 of the Harris County Map/Deed Records for the purpose of revising the front building line. The new subdivision name is Blueridge Sec 2 Partial Replat No 1. The City will send out written notice of a public hearing to all owners of property within 250' of the boundary of the plat and all parcels along or across from a blockface that abuts any street or private roadway extending 500 feet from the plat as measured along the centerline of any street or private roadway that abuts the boundary of the plat. You may speak on this replat at the public hearing on March 19, 2020 at 2:30 p.m. in the City Council Chamber, City Hall Annex, Public Level, 900 Bagby Street, Houston, Texas. Contact the applicant at 281-393-1382 or the City of Houston Planning Department at (832)393-6600 for any additional information.

BIDS & PROPOSALS

REQUEST FOR COMPETITIVE SEALED PROPOSALS

2019 BLACK, DANISH, DURYEA, FARNEY, KIRK, LEE, SAMPSON ES RENOVATIONS - CYPRESS FAIRBANKS INDEPENDENT SCHOOL DISTRICT PROPOSAL NO. 19-04-5440R-RFP VLK PROJECT NO. 1911.00

 The Cypress-Fairbanks Independent School District will accept Base Competitive Sealed Proposals until 2:00 P.M. and Alternate Competitive Sealed Proposals until 3:00 P.M. on Thursday, April 02, 2020 at the Cypress-Fairbanks Independent School District Windfern Administrative Annex, 12510 Windfern Road, Houston, Texas 77064 for the 2019 Black, Danish, Duryea, Farney, Kirk, Lee, Sampson ES Renovations. A Pre-Proposal Conference will be held Wednesday, March 04, 2020 at 10:00 A.M. at the above location. Proposal Evaluation Criteria are published in the "Instructions to Offerors" section of the proposal documents. Plans and specifications will be released Monday, February 24, 2020, and will be available electronically or hard copy from VLK Architects upon request by calling 281.671.2300. The Owner reserves the right to waive any informalities and to reject any or all proposals.

BIDS & PROPOSALS

REQUEST FOR COMPETITIVE SEALED PROPOSALS

2019 M. ROBINSON, A. ROBISON, SWENKE, TIPPES, & WARNER ES RENOVATIONS, HUCKABEE PROJECT NO. 1732-07-01; PROPOSAL NO. 19-08-5445R-RFP CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT

 The Cypress-Fairbanks Independent School District will accept Competitive Sealed Proposals until 2:00 P.M. and Alternate Competitive Sealed Proposals until 3:00 P.M. on Tuesday, April 07, 2020 at the Cypress-Fairbanks Independent School District Purchasing Office, Windfern Administrative Annex, 12510 Windfern Road, Houston, Texas 77064. A Pre-Proposal Conference will be held Wednesday, March 18, 2020 at 10:00 A.M. at the above location. Proposal Evaluation Criteria are published in the "Instructions to Proposers" section of the proposal documents. Plans and specifications will be released Monday, March 02, 2020, and will be available from Huckabee at www.huckabee-inc.com/construction/ upon request. The Owner reserves the right to waive any informalities and to reject any or all proposals.

REQUEST FOR COMPETITIVE SEALED PROPOSALS

2019 M. ROBINSON, A. ROBISON, SWENKE, TIPPES, & WARNER ES RENOVATIONS, HUCKABEE PROJECT NO. 1732-07-01; PROPOSAL NO. 19-08-5445R-RFP CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT

 The Cypress-Fairbanks Independent School District will accept Competitive Sealed Proposals until 2:00 P.M. and Alternate Competitive Sealed Proposals until 3:00 P.M. on Tuesday, April 07, 2020 at the Cypress-Fairbanks Independent School District Purchasing Office, Windfern Administrative Annex, 12510 Windfern Road, Houston, Texas 77064. A Pre-Proposal Conference will be held Wednesday, March 18, 2020 at 10:00 A.M. at the above location. Proposal Evaluation Criteria are published in the "Instructions to Proposers" section of the proposal documents. Plans and specifications will be released Monday, March 02, 2020, and will be available from Huckabee at www.huckabee-inc.com/construction/ upon request. The Owner reserves the right to waive any informalities and to reject any or all proposals.

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REQUEST FOR PROPOSAL

Request for Proposal addressed to Spring Branch Independent School District, will be received in the SBISD Purchasing Office at 1031 Witte Rd, BLDG T-1A, Houston, TX 77055-6016 until:
APRIL 1, 2020 @ 2:00 PM FOR: RFP FOR SMART SCHOOLS - PHYSICAL SAFETY INTEGRATION PILOT (14251)
PRE-PROPOSAL CONFERENCE ON MAR 10, 2020 @ 10:00 AM at the SBISD Purchasing Department, 1031 Witte Rd., Bldg. T-1A, Houston, TX 77055.
 For information contact the SBISD Purchasing Department at (713) 251-1100
 Proposers should register on Ion Wave website at: <https://springbranchisd.ionwave.net/Login.aspx>

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CAUSE NUMBER: 201973358
IN THE 164TH JUDICIAL DISTRICT COURT OF HARRIS COUNTY, TEXAS
CITATION BY PUBLICATION
Plaintiff: WADSWORTH, KENNETH
vs.
Defendant: JCURTIN INVESTMENTS LLC (D/B/A LITTLE JOHN'S REFRIGERATION) THE STATE OF TEXAS
County of Harris
To: GEFERET, MIKE
2828 OLD SPANISH ROAD #217
HOUSTON, TEXAS 77054
YOU ARE HEREBY COMMANDED to be and appear before the 164TH Judicial District Court of Harris County, Texas in the Courthouse in the city of Houston, Texas at or before 10:00 o'clock A.M. Monday, MARCH 23, 2020, being the Monday next after the expiration date of forty-two days after this citation is issued, and you are hereby commanded and required then and there to appear and file written answer to the PLAINTIFF'S ORIGINAL PETITION filed in said Court on the October 7, 2019, in a suit numbered 201973358 on the docket of said court, wherein WADSWORTH, KENNETH the Plaintiff(s) and JCURTIN INVESTMENTS LLC (D/B/A LITTLE JOHN'S REFRIGERATION), the Defendant(s), the nature of plaintiff's demand and the said petition alleging:
OTHER INJURY OR DAMAGE
 Notice hereof shall be given by publishing this Citation once a week for four consecutive weeks previous to the MARCH 23, 2020, in some newspaper published in the County of HARRIS, if there be a newspaper published therein, but if not, then the nearest county where a newspaper is published, and this Citation shall be returned on March 18, 2020, which is forty two days after the date it is issued, and the first publication shall be at least twenty-eight days before said return day.
HEREIN FAIL NOT, but have before said court on said return day this Writ with your return thereon, showing how you have executed same.
WITNESS: Marilyn Burgess, District Clerk, Harris County Texas
GIVEN UNDER MY HAND AND SEAL OF SAID COURT at Houston, Texas on February 5, 2020.
 Newspaper:
Chronicle Classifieds
MARILYN BURGESS, District Clerk of Harris County, Texas
 201 Caroline, Houston Texas 77002
 P.O. Box 4651, Houston, Texas 77210
 By: /s/ Generated By: RHONDA MOMON
 Issued at the request of: TYLKA, LAWRENCE M. 1104 EAST MAIN STREET LEAGUE CITY, TX 77573
 281-557-1500
 BAR NUMBER: 20359800

LEGAL NOTICES

LEGAL NOTICES

TEXAS COMMISSION ON ENVIRONMENTAL QUALITY NOTICE OF APPLICATION AND PRELIMINARY DECISION FOR AN AIR QUALITY PERMIT PERMIT NUMBER: 9335

APPLICATION AND PRELIMINARY DECISION. Eureka U.S. Incorporated, 13100 Baypark Road, Pasadena, Texas 77057-1106, has applied to the Texas Commission on Environmental Quality (TCEQ) for an amendment to Air Quality Permit Number 9335, which would authorize construction of a new catalyst processing unit and a new regeneration unit within the Eureka U.S. facility located at 13100 Baypark Road, Pasadena, Harris County, Texas 77057. This application was processed in an expedited manner, as allowed by the commission's rules in 30 Texas Administrative Code, Chapter 101, Subchapter 1. This application was submitted to the TCEQ on October 8, 2019. The amendment will authorize an increase in emissions of the following air contaminants: carbon monoxide, nitrogen oxides, organic compounds, particulate matter including particulate matter with diameters of 10 microns or less and 2.5 microns or less and sulfur dioxide.
 The executive director has completed the technical review of the application and prepared a draft permit, which, if approved, would establish the conditions under which the facility must operate. The executive director has made a preliminary decision to issue the permit because it meets all rules and regulations. The permit application, executive director's preliminary decision, and draft permit will be available for viewing and copying at the TCEQ central office, the TCEQ Houston regional office, and the Harris County Library La Porte Branch, 600 South Broadway Street, La Porte, Harris County, Texas, beginning the first day of publication of this notice. The facility's compliance file, if any exists, is available for public review at the TCEQ Houston Regional Office, 5425 Polk Street Suite H, Houston, Texas.
PUBLIC COMMENT/PUBLIC MEETING. You may submit public comments or request a public meeting about this application. The purpose of a public meeting is to provide the opportunity to submit comment or to ask questions about the application. The TCEQ will hold a public meeting if the executive director determines that there is a significant degree of public interest in the application or if requested by a local legislator. A public meeting is not a contested case hearing. You may submit additional written public comments within 30 days of the date of newspaper publication of this notice in the manner set forth in the AGENCY CONTACTS AND INFORMATION paragraph below.
RESPONSE TO COMMENTS AND EXECUTIVE DIRECTOR ACTION. After the deadline for public comments, the executive director will consider the comments and prepare a response to all relevant and material or significant public comments. Because no timely hearing requests have been received, after preparing the response to comments, the executive director may then issue final approval of the application. The response to comments, along with the executive director's decision on the application will be mailed to everyone who submitted public comments or is on a mailing list for this application, and will be posted electronically to the Commissioners' Integrated Database (CID).
INFORMATION AVAILABLE ONLINE. When they become available, the executive director's response to comments and the final decision on this application will be accessible through the Commission's Web site at www.tceq.texas.gov/goto/cid. Once you have access to the CID using the above link, enter the permit number for this application which is provided at the top of this notice. This link to an electronic map of the site or facility's general location is provided as a public courtesy and not part of the application or notice. For exact location, refer to application. <http://www.tceq.texas.gov/assets/public/hb610/index.html?lat=29.45&lng=-95.065277&zoom=13&type=r>
MAILING LIST. You may ask to be placed on a mailing list to obtain additional information on this application by sending a request to the Office of the Chief Clerk at the address below.
AGENCY CONTACTS AND INFORMATION. Public comments and requests must be submitted either electronically at www14.tceq.texas.gov/epic/eComment/, or in writing to the Texas Commission on Environmental Quality, Office of the Chief Clerk, MC-105, P.O. Box 13087, Austin, Texas 78711-3087. Please be aware that any contact information you provide, including your name, phone number, email address and physical address will become part of the agency's public record. For more information about this permit application or the permitting process, please call the Public Education Program toll free at 1-800-687-4040. Si desea informacion en Espanol, puede llamar al 1-800-687-4040.
 Further information may also be obtained from Eureka U.S. Incorporated at the address stated above or by calling Mr. Burch Estes, Health Safety and Environmental Director at (281) 842-6727.
 Notice Issuance Date: February 10, 2020

LEGAL NOTICES

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MARILYN BURGESS, District Clerk of Harris County, Texas
 201 Caroline, Houston Texas 77002
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 By: /s/ Generated By: RHONDA MOMON
 Issued at the request of: TYLKA, LAWRENCE M. 1104 EAST MAIN STREET LEAGUE CITY, TX 77573
 281-557-1500
 BAR NUMBER: 20359800

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