



**THE COUNCIL
CITY OF INDIANAPOLIS
MARION COUNTY**

Monroe Gray
Councillor, District 8

February 16, 2021

To Whom It May Concern:

I am writing this letter on behalf of **Mr. Jimmy Beard**. I have known **Jimmy Beard**, **President** and **Owner** of **J. Beard Management** for more than 30 years. His professional career in the construction industry has included such positions as roofing contractor, general contractor, construction manager, and now as a Diversity & Inclusion Consultant. **Jimmy Beard** has always been an advocate for minorities, women, and small business owners.

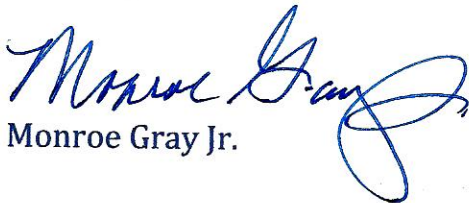
Over the years I have witnessed his success on significant projects such as the **Marion County Health Department Building** located in the Meadows, **Conseco Fieldhouse [Bankers Life Fieldhouse now]**, and most recently, the **Justice Center Project**.

Minority contractors, as well as many construction companies across the state, regard **Jimmy Beard** as a true champion for diversity and inclusion. I have known many contractors to mention how much they appreciate working with **Jimmy** because they know three things: 1] they are going to get paid; 2] they are going to get paid on time; and 3] if there is a problem, Jimmy will always have a good solution for the problem.

With that said, I highly recommend **J. Beard Management** for any project that truly values authentic participation of qualified minorities, women, and small business owners.

Should you have any additional questions, please do not hesitate to contact me directly via email at monroegraysjr@gmail.com or at 317 407.0423. Thank you.

Sincerely,



Monroe Gray Jr.