



# COMMONWEALTH of VIRGINIA

## *Department of Veterans Services*

Paul E. Galanti  
Commissioner

Telephone: (804) 786-0286  
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July 30, 2012

Mark Orton, Plant Manager  
Ball Corporation  
Metal Beverage Packaging Division, America  
James River Commerce Center  
8935 Pocahontas Trail  
Williamsburg, Virginia 23185-6249

Dear Mr. Mark Orton,

Thank you for your request received July 30, 2012 to enter the Virginia Values Veterans (V3) Certification Program. We have verified you have received the training required to execute a Veteran Talent Acquisition and Retention (Vet Pipeline) Program to meet our future hiring needs and you understand how to focus our hiring and retention efforts to specifically hire and retain Veterans.

We will add your company to our growing list of companies who are re-capitalizing their workforce with this wonderful American resource. We have recorded the following information. The Ball Corporation is a Metal Beverage Packaging Plant in the under 300 employee category. Over the next year, Ball Corporation expects to hire 4 - 6 new employees during the period of July 2012 to June 2013 of which you intend to hire 8% Veterans. You also pledge to retain those employees for at least 1 year.

The Virginia Values Veterans certification program is re-capitalizing Virginia's workforce with Veterans and your participation is critical to the effort of energizing Virginia's economy and being an example of how Virginia Values Veterans.

To recognize your efforts you are cordially invited to the next Virginia Values Veterans Conference and Training Session to be awarded your certification. My staff will be in contact with you to schedule a mutually convenient date. Also, we will be regularly communicating with your to capture your lessons learned and best practices so we may share them with other Virginia companies like yours.

We look forward to seeing your year-end report to validate your V3 efforts and continuing in the V3 Certification Program for many, many years to come.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Paul E. Galanti".

Paul E. Galanti  
Commissioner

**AN EQUAL OPPORTUNITY EMPLOYER**

900 East Main Street, Richmond, Virginia 23219

[www.virginiaforveterans.com](http://www.virginiaforveterans.com)



**Ball Corporation**  
Metal Beverage Packaging Division, Americas  
James River Commerce Center  
8935 Pocahontas Trail, Williamsburg, VA 23185-6249 (757) 887-2061 Fax (757) 888-1669

Commissioner Paul Galanti  
Virginia Department of Veterans Services  
900 East Main Street  
Richmond, VA 23219  
Courtesy Copy to Deputy Commissioner Bill Janis

RE: Request for Virginia Values Veterans Bronze Certification

Dear Commissioner Galanti,

Ball Metal Beverage Packaging Division, Americas, Williamsburg plant hereby requests to enter the V3 Certification Program. We have received the training required to execute a Veterans Talent Acquisition and Retention Program to meet our future hiring needs and understand how we will continue to focus our hiring and retention efforts to specifically hire and retain Veterans.

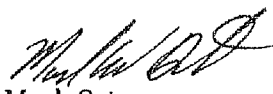
We believe that Veterans to include serving Guardsmen and reservists will play an essential role in the recapitalization of our workforce and will be future leaders in our business.

The Ball Williamsburg plant currently has 29 veterans employed throughout our workforce of 205 team members, a 14% of our workforce. Over the next year, we expect to hire four(6) new employees during the period of July 2012 to June 2013 of which we hope to hire as many Veterans as possible. We also pledge to retain those employees for at least 1 year.

We are very proud of the fact that since we have very low turnover in our organization with 40 percent of our employees having over 25 years of service. With the increasing number of retirements in the last year we have been actively recruiting veterans and have brought on 7 veterans over the last five years. We believe they have greatly contributed to our success, and we are Vet Strong.

We are excited to do our part in the Commonwealth of Virginia to re-capitalize our workforce with Veterans thereby energizing Virginia's economy and being an example of how Virginia Values Veterans.

I appreciate your consideration.

  
Mark Orton  
Plant Manager