



COMMONWEALTH of VIRGINIA

Department of Veterans Services

Paul E. Galanti
Commissioner

Telephone: (804) 786-0286
Fax: (804) 786-0302

July 30, 2012

Joseph C. Barto, III, Founder and President
TMG, Inc.
9737 Peppertree Road
Spotsylvania, Virginia 22553

Dear Mr. Barto:

Thank you for your request dated June 21, 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. TMG is a Service Disable Veteran Owned Small Business in the under 50 employee category. Over the next year, TMG expects to hire 2 new employees during the period of July 2012 to June 2013 of which we intend to hire 100% Veterans. We also pledge to retain 100% 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 your 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", written over a white background.

Paul E. Galanti
Commissioner

AN EQUAL OPPORTUNITY EMPLOYER

900 East Main Street, Richmond, Virginia 23219

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June 21, 2012

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,

TMG, Inc. 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 the future leaders of our business.

TMG is a Service Disabled Veteran Owned Small Business in the under 50 employee category with sporadic hiring requirements. Over the next year,

TMG expects to hire two (2) new employees during the period of July 2012 to June 2013 of which we will hire 100% Veterans. We also pledge to retain those employees for at least 1 year.

We are very proud of the fact that since we formed TMG in 2002, we have hired a total thirty-four (34) and sixteen (16) of them are Veterans and retained all 16 for at least one year. TMG is successful because of Veterans. 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.

Attached is the V3 Certification documentation which I validate and authenticate.

On a Mission!!

A handwritten signature in black ink, appearing to read "Joseph C. Barto III", written over a circular stamp or seal.

Joseph C. Barto III
Founder and President



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TMG V3 Certification Data

Year	Minimum Requirement	Total # Hired	Vets Hired	% Vets of Total Hires	Vets Retained for 1 Year	% Vets Retained for 1 Year	
Goal	2013	18	2	2	100%	2	100%
	2012	17	3	3	100%	TBD	TBD
(To Date)	2011	15	5	2	40%	2	100%
	2010	16	0	0	0%	0	NA
	2009	17	4	1	25%	1	100%
	2008	15	1	1	100%	1	100%
	2007	14	1	1	100%	1	100%
	2006	13	5	2	40%	2	100%
	2005	8	2	0	0%	0	NA
	2004	6	3	1	33%	1	100%
	2003	3	0	0	NA	NA	NA
	2002	3	3	3	100%	3	100%
	Total		26	16	61%	16	100%

As of 6/21/12