



COMMONWEALTH of VIRGINIA

Department of Veterans Services

Paul E. Galanti
Commissioner

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

Nicole Stuart, President
Top Guard Security
Post Office Box 284
Hampton, Virginia 23669

Dear Ms. Nicole Stuart,

Thank you for your request dated July 12, 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.

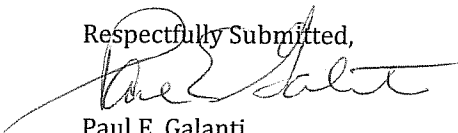
We will add your company to our growing list of companies who are re-capitalizing their workforce with this wonderful American resource. We have recorded the following information. Top Guard Security is a privately-owned security firm in the under 1,000 employee category. Over the next year, Top Guard Security expects to hire up to 200 new employees during the period of August 2012 to July 2013 of which you intend to hire 75 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.

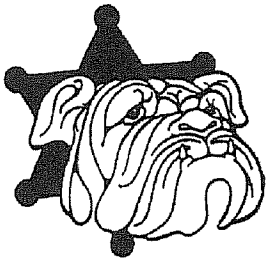
Respectfully Submitted,


Paul E. Galanti
Commissioner

AN EQUAL OPPORTUNITY EMPLOYER

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www.virginiaforveterans.com



TOP GUARD SECURITY

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Tri-Cities/Richmond
Phone (804) 777-9400
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DCJS #11-2291

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

July 12, 2012

Re: Request for Virginia Veterans Bronze Certification

Dear Commissioner Galanti,

Top Guard Security 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.

Top Guard has always looked to Veterans to maintain the quality of our security services. Veterans currently make up around 16% of our work force from senior management to manager and leads to our security officers. We consider our Veterans to include those serving as Guardsmen and reservists. We know that our success has a direct connection to the contributions of those Veterans who already work with Top Guard. We are a Vet Strong company even before our commitment to the V3 program.

Top Guard is Virginia's largest privately-owned security firm with 575+ employees and the largest woman-owned firm in Southeastern Virginia. Its clientele represent the finest businesses, financial institutions, world-class manufacturers and universities. Municipal, State and Federal contracts represent the backbone of Top Guard's regional dominance. Between August 2012 to July 2012, Top Guard expects to hire up to two hundred (200) employees, and is committed to hiring seventy-five Veterans and retaining those new employees for a period of one (1) year.

We are energized by our commitment and know that Veterans will enable Top Guard to maintain security excellence and help strengthen the Commonwealth's economy through workforce re-capitalization with Veterans. We strive to be an example of the way Virginia Values Veterans.

Very truly yours,

Nicole Stuart
President