



# COMMONWEALTH of VIRGINIA

## *Department of Veterans Services*

Paul E. Galanti  
Commissioner

Telephone: (804) 786-0286  
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September 18, 2012

COL (R) Perry C. Casto, Jr., U.S. Army  
President and CEO  
Allied Associates International  
6801 Kennedy Road, Suite 302  
Warrenton, Virginia 20187

Dear Colonel Casto,

Thank you for your request dated September 20, 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.

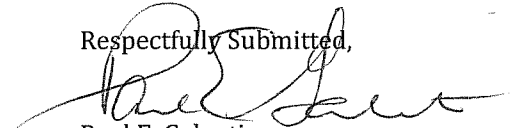
We will add your company to our growing list of companies who are re-capitalizing their workforce with this wonderful American resource. We have recorded the following information. Allied Associates International, Inc. is a software development firm in the under 300 employee category. Over the next year, Allied Associates International, Inc. expects to hire 5 new employees during the period of October 2012 to September 2013 of which we intend to hire 20% Veterans. We 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 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,

  
Paul E. Galanti  
Commissioner

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900 East Main Street, Richmond, Virginia 23219

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



ALLIED ASSOCIATES  
INTERNATIONAL

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20 September 2012

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

RE: Request for Virginia Values Veterans Bronze Certification

Dear Commissioner Galanti,

Allied Associates International, Inc. (A<sup>2</sup>I) hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We have received the training required to execute a Veteran Talent Acquisition and Retention (Vet Pipeline) Program to meet our future hiring needs. We understand how we will continue to focus our hiring and retention efforts to specifically hire and retain Veterans.

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

A<sup>2</sup>I is primarily a software development firm with more than 50 employees. Over the next year A<sup>2</sup>I expects to hire five employees during the period of October 2012 to September 2013, of which we intend to hire 20% Veterans. We also pledge to retain those employees for at least one year.

We are very proud of the fact that since we founded A<sup>2</sup>I in 2008, we have hired a total of 85 employees. 33 of those employees are Veterans and we have retained 22 of them for at least one year. A<sup>2</sup>I is successful because of all its qualified personnel, to include Veterans.

We at A<sup>2</sup>I are excited to do our part in the Commonwealth of Virginia to recapitalize our workforce with Veterans, thereby energizing Virginia's economy and being an example of how Virginia Values Veterans.

Respectfully Submitted,

COL (R) Perry C. Casto, Jr., U.S. Army  
President and CEO