



# COMMONWEALTH of VIRGINIA

## *Department of Veterans Services*

Paul E. Galanti  
Commissioner

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

September 24, 2012

Mr. Jonathan Speed, President/CEO  
Data Systems & Technology, Inc.  
1801 Robert Fulton Drive, Suite 300  
Reston, Virginia 20191-3446

Dear Mr. Speed,

Thank you for your request dated September 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.

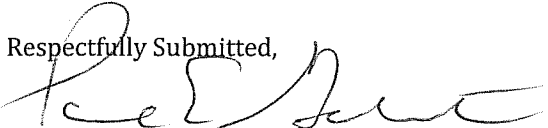
We will add your company to our growing list of companies who are re-capitalizing their workforce with this wonderful American resource. We have recorded the following information. Data Systems & Technology, Inc. is a Veteran-owned, mature small business that provides IT services to Government and commercial clients with sporadic hiring requirements under the 50 employee category. Over the next year, Data Systems & Technology expects to hire 10 new employees during the period of July 2012 to June 2013 of which we intend to hire 30% 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

**AN EQUAL OPPORTUNITY EMPLOYER**

900 East Main Street, Richmond, Virginia 23219

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