



COMMONWEALTH of VIRGINIA

Department of Veterans Services

Paul E. Galanti
Commissioner

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

September 28, 2012

Ms. Shirley Place, Principal
LightGrid, LLC
3769 Little Neck Point
Virginia Beach, Virginia 23452

Dear Ms. Place,

Thank you for your request dated September 28, 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. LightGrid, LLC is a small business in the under 50 employee category. Over the next year, LightGrid expects to hire four new employees during the period of October 2012 to October 2013 of which we intend to hire 25% 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,

A handwritten signature in cursive script, appearing to read "Paul E. Galanti".

Paul E. Galanti
Commissioner

AN EQUAL OPPORTUNITY EMPLOYER

900 East Main Street, Richmond, Virginia 23219

www.virginiaforveterans.com



September 28, 2012

Commissioner Paul Galanti
Virginia Department of Veterans Services
900 East Main Street
Richmond, VA 23219

RE: Request for Virginia Values Veterans Bronze Certification

Dear Commissioner Galanti,

LightGrid, LLC 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 the future leaders of our business.

LightGrid, LLC is a small business in the under 50 employee category with sporadic hiring requirements. Over the next year LightGrid expects to hire four (4) new employees during the period of October 2012 to October 2013 of which we intend to hire 25% Veterans. We also pledge to retain those employees for at least 1 year.

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.

If you have any question, please contact me at (757) 373-3383, or my email:
Shirley.Place@LightGrid.com

Respectfully Submitted,

A handwritten signature in black ink that reads 'Shirley A. Place'.

Shirley Place, Principal
LightGrid, LLC

Cc:
Dean Miroulis
David O. Smith
Alan Sekelsky