



COMMONWEALTH of VIRGINIA

Department of Veterans Services

Paul E. Galanti
Commissioner

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

October 24, 2012

Edwin M. Savacool, President
Enterprise Management Systems
8210 Lone Oak Court
Manassas, VA 20111-2567

Dear Mr. Savacool,

Thank you for your request dated October 14, 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.

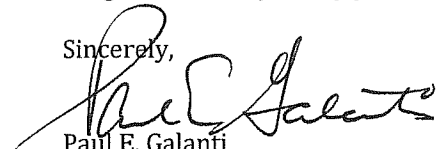
We will add your company to our growing list of companies who are re-capitalizing their workforce with this wonderful American resource. We have recorded the following information. Enterprise Management Systems is a Service Disabled Veteran Owned Small Business in the under 50 employee category with sporadic hiring requirements. Over the next year, Enterprise expects to hire two new full-time employees during the period of November 2012 to December 2013 of which we intend to hire at least 50% Veterans. We also pledge to retain all Veterans hired full-time for at least one 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 yours to schedule a mutually convenient date. Also, we will be regularly communicating with you 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.

Sincerely,


Paul E. Galanti
Commissioner

AN EQUAL OPPORTUNITY EMPLOYER

900 East Main Street, Richmond, Virginia 23219

www.virginiaforveterans.com



8210 Lone Oak Court
Manassas, VA 20111-2567
Telephone: 703-330-7852

www.enterprise-management-systems.net

October 14, 2012

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

Courtesy Copy to Deputy Commissioner Bill Janis and Virginia Values Veterans Program Manager Joe Barto III

RE: Request for Virginia Values Veterans Bronze Certification

Dear Commissioner Galanti,

Enterprise Management Systems (EMS) hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We are trained and fully prepared 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. It's important to note that included in the duties of our Hampton Roads Site Manager (a retired US Navy Captain) is to develop the position descriptions for Wounded Warriors and other transitioning Veterans hired by EMS; he is also responsible for serving as a mentor for these individuals during the first year of their employment.

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.

EMS is a Service Disabled Veteran Owned Small Business in the under 50 employee category with sporadic hiring requirements. EMS expects to hire 2 new full-time employees during the period of November 2012 to December 2013 of which we intend to hire $\geq 50\%$ Veterans. If we meet our hiring goal, we pledge to retain all full-time Veterans hired for at least 1 year.

We are very proud of the fact that since EMS was founded in 2004, we have hired a total of forty-four (44) full and part-time employees, twenty-five (25) of them are Veterans and we retained thirteen (13) of the Veteran hires for at least one 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.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Ed Savacool', written over the typed name.

Edwin M. Savacool

President