

October 30, 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:

Harris Power & Equipment 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.

Harris Power & Equipment is a Small Business in the under 50 employee category with sporadic hiring requirements. Over the next year, Harris Power & Equipment expects to hire at least four new employees from November 2012 to September 2013 of which we intend to hire 100% Veterans. We also pledge to retain those employees for at least one year.

We are very proud of the fact that since we founded our company in 1972, we have hired Veterans from the Army, National Guard, Air Force, Coast Guard and the Navy. This year we have hired one active National Guard Reservist as an Electrician Apprentice and are hoping to hire more. We currently have three Veterans working for our company and one of them is getting ready to retire after over 34 years with our company.

We are excited to do our part in the Commonwealth of Virginia to re-capitalize our workforce with Veterans, Registered Apprenticeship and being an example of how Virginia Values Veterans can work.

Respectfully,



R. Dudley Harris
President



October 30, 2012

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

Re: Path Forward Information

Ladies and Gentlemen:

The following is Harris Power & Equipment's information to enter the Virginia Values Veterans (V3) Certification Program:

1. Name and Title of our Company representative: **R. Dudley Harris, President**
2. Company name to be on a Certificate or Plaque: **Harris Power & Equipment**
3. Copy of request letter: **Attached**
4. Point of Contact for Vets to connect to with our Company via the V3 Website:
 - a. **Dudley Harris dudley@harrispower.com**
5. Realistic Job Preview site address:
 - a. **Harris Power & Equipment @ 4037 Ironbound Rd., Williamsburg, VA 23188**

Respectfully,



R. Dudley Harris
President





COMMONWEALTH of VIRGINIA

Department of Veterans Services

Paul E. Galanti
Commissioner

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

October 31, 2012

R. Dudley Harris, President
Harris Power and Equipment
Post Office Box 1608
106 Greene Drive
Yorktown, VA 23692

Dear Mr. Harris,

Thank you for your request dated October 30, 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. Harris Power and Equipment is a Small Business in the under 50 employee category with sporadic hiring requirements. Over the next year, Harris Power and Equipment expects to hire at least four new employees during the period of November 2012 to September 2013 of which we intend to hire 100% Veterans. We also pledge to retain those employees 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,

A handwritten signature in black ink that reads "Paul Galanti".

Paul E. Galanti
Commissioner

AN EQUAL OPPORTUNITY EMPLOYER

900 East Main Street, Richmond, Virginia 23219

www.virginiaforveterans.com

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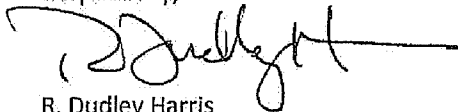
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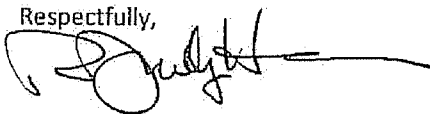
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