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

RE: Request for Virginia Values Veterans Gold Certification

Dear Commissioner Galanti,

Booz Allen Hamilton hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We have focused Veterans hiring, outreach, and retention efforts that is coordinated by senior leadership and executed by dedicated resources to help meet our future hiring needs. Our hiring and retention programs have resulted in external recognition as an employer of choice for veterans, to include recognition by the National Guard and the Reserve, the Disabled American Veterans organization, Civilianjobs.com and as a top ten Military Friendly Employer for six years running by G.I. Jobs.

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.

Booz Allen Hamilton is a strategy and technology firm, with over 23,000 employees and continuous hiring requirements. In 2011, Booz Allen Hamilton hired over 5,400 employees, twenty-eight percent of those employees self-identified as veterans. In Virginia specifically, we hired 2,643 employees, of which 21% percent self-identified as veterans. Booz Allen Hamilton is on track to hire 28% of veteran hires in 2012. Business conditions permitting, we commit to employing our best efforts to retain those employees for at least 1 year, as we do all employees.

We are very proud of the fact that we employ a large number of veterans across the business, 30% of our workforce. We believe successfully employing and supporting veterans within the firm and the community -- is good for our business, good for our country and our clients benefit.

We are excited to do our part by hiring Veterans within the Commonwealth of Virginia thereby energizing Virginia's economy, strengthening our workforce, and being an example of how Virginia Values Veterans.

Attached is the V3 Certification documentation which I validate and authenticate.

Respectfully Submitted,



Elizabeth Thompson  
Executive Vice President and Chief Personnel Officer  
Booz Allen Hamilton