



November 20, 2012

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 Bronze Certification

Dear Commissioner Galanti,

Gyrus Systems 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.

Gyrus Systems is a software development company in the under 50 employee category with sporadic hiring requirements. Over the next year, Gyrus System expects to hire **2** new employees during the period of November 2012 to October 2013 of which we intend to hire **50%** 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.

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

Respectfully Submitted,

Viren Kapadia
President and CEO
Gyrus Systems
888-GO-Gyrus