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November 9, 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,

McGuireWoods LLP 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.

McGuireWoods is in the enterprise category with 19 offices nationally including four in Virginia (Richmond, Charlottesville, Tysons and Norfolk). We intend to pilot the V3 program within our Information Technology (IT) Department located primarily in Richmond. Over the next year, McGuireWoods expects to hire 10 new full time employees in IT in Richmond during the period of November 2012 to October 2013 of which we intend to hire 10% Veterans. We also pledge to retain those employees for at least one year.

We are very proud of the fact that we currently have close to 100 self-identified Veterans in our firm with approximately 50 employed in Virginia. We believe that our partnership with V3 will enhance our recruitment efforts and provide us with a sustainable and qualified workforce of dedicated veterans.

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.

Sincerely,



Ethan L. Butterworth
Manager, Staff Recruiting and Retention