



COMMONWEALTH of VIRGINIA

Department of Veterans Services

Paul E. Galanti
Commissioner

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

October 31, 2012

Jeff A. Thomas, President
SHINE Systems and Technologies
2216 Ivory Road, Suite 210
Charlottesville, VA 22903

Dear Mr. Thomas,

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. SHINE Systems and Technologies is a services provider in the over 50 employee category. Over the next year, SHINE expects to hire 40 new employees during the period of July 2012 to June 2013 of which we intend to hire 65% 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 E. Galanti".

Paul E. Galanti
Commissioner

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Empowering you to SHINE!

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30 October 2012

Commissioner Paul Galanti
Virginia Department of Veterans Services
9000 East Main Street
Richmond, VA 23219

RE: Request for Virginia Values Veterans Bronze Certification

Dear Commissioner Galanti,

SHINE Systems & Technologies (SHINE) 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 work force and will be the future leaders of our business.

SHINE is a services provider in the over-50 employee category with growing hiring requirements. Over the next year, we expect to hire forty (40) new employees during the period of July 2012 to June 2013 of which we intend to hire 65% Veterans. We also pledge to retain those employees for at least 1 year.

We are very proud that since we founded SHINE Systems & Technologies in 2008, we have hired a total of ninety (90) employees, forty-two (42) of which have been Veterans. Of those forty-two (42) Veterans, thirty-four (34) are current employees including twenty-four (24) hired this calendar year. SHINE is successful because of Veterans.

We are excited to do our part in the Commonwealth of Virginia to re-capitalize our work force with Veterans thereby energizing Virginia's economy and being an example of how Virginia Values Veterans.

Respectfully Submitted,

Jeff A. Thomas
President

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