



January 2, 2013

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:

Echo360, Inc. 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 can augment our existing hiring and retention efforts to more effectively hire and retain Veterans.

We believe Veterans-including serving Guardsmen and Reservists-will play an essential role in the recapitization of our workforce. Their service to our nation reflects the pride and commitment that we want all of our employees to embrace.

Echo360 is a privately-held technology company in Loudoun County Virginia in the under 250 Employee category. Our hiring requirements are sporadic, and focus on software engineering and design in addition to other roles. This year we expect to hire up to 20 new employees both here and abroad. Our expectation, based on our current workforce is that we will hire a minimum of one (1) veteran with a projected retention time of three (3) years.

We currently have six (6) veterans employed by our company, and we look forward to adding more of these capable and committed employees to our team. 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.

Sincerely,

A handwritten signature in black ink that reads "Fred Singer". The signature is written in a cursive, slightly slanted style.

Fred Singer
Chief Executive Officer



Offer to Jaiké Jennison
January 25, 2012
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