



December 18, 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,

The Local Energy Alliance Program (LEAP) 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 have a solid plan for future growth and intend to focus our hiring and retention efforts to specifically hire, train, 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.

LEAP is a nonprofit, energy efficiency company in the under 50 employee category with an aggressive plan to grow over the several years. Over the next year, LEAP expects to hire six (6) new employees during the period of February 2013 to January 2014 of which we hope to hire at least 50% Veterans. We also pledge to either retain those employees for at least 1 year or find them permanent work with our partner organizations.

We are very proud of the fact that since we founded LEAP in 2009, we have grown from a company with only one employee to now having a total of ten (10) full-time employees with one of them being a Veteran. Our lone Veteran is our newly-hired Director of Operations who will oversee our Veteran recruitment, training, and certification. As LEAP grows over the next few years, I expect our success will be largely due to this new Veterans initiative.

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.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Cynthia S. Adams", written over a white background.

Cynthia S. Adams
Executive Director