



CPS Professional Services, LLC
www.cps-ps.com
(571) 282-4024

February 23, 2013

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:

Thank you for attending the V3 session in Mclean, VA last week. It was an honor and privilege to meet you! Sir, thank you for your service! CPS Professional Services, LLC (CPS) 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) 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.

CPS is a Service-Disabled Veteran-Owned Small Business (SDVOSB), founded in 2006. CPS is based in Fairfax, VA and currently has just fewer than 50 full-time employees. CPS offers services to help clients achieve business objectives and missions, including: management consulting, program and performance management services, and support services. All of our programs are delivered by subject matter experts who help clients solve complex business problems using innovative solutions. We integrate our staff with organizations as partners, to provide guidance and assist in the implementation of improvement objectives. In addition, we leverage our industry knowledge to lead organizations in the deployment of the improvement objectives. In both cases, our goal is to make organizations self-sufficient over time. As a results-driven organization, CPS delivers meaningful outcomes on time and within budget, exceeding our customer's expectations. We drive effective and efficient solutions for our clients.

CPS is a SDVOSB in the under 50 employee category with sporadic hiring requirements. From April 1, 2012 through March 31, 2013, CPS has and expects to hire nineteen (19) new employees during the period of which we intend to hire 35% or 6 Veterans. We also pledge to retain these employees for at least 1 year.

We are very proud of the fact that since we founded CPS in 2006, we have hired a total of forty-three (43) personnel, sixteen (16) of them are Veterans and we retained nine (9) for at least one year with six (6) hired in 2012. CPS is successful because of 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. CPS believes strongly in giving back to the community in which we live, work and play!

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

Respectfully Submitted,

Phil Panzarella
President & CEO

From: (571) 282-4024
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Commissioner Paul Galanti
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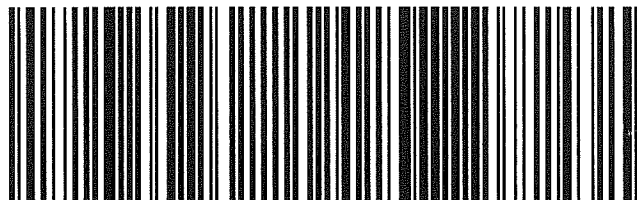
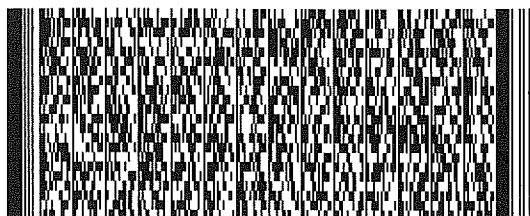
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