



Cole Engineering Services, Inc.

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Commissioner Paul Galanti
Virginia Department of Veterans Services
900 East Main Street
Richmond, VA 23219
Request for Virginia Values Veterans Bronze Certification

March 12, 2013

Dear Commissioner Galanti,

Cole Engineering Services, Inc. (CESI) (www.coleengineering.com) hereby requests entry in the Virginia Values Veterans (V3) Certification Program. We received the training required to execute a Veteran Talent Acquisition and Retention (Vet Pipeline) Program to meet our future hiring needs in October 2012. We understand and are committed to how we will continue to focus our hiring and retention efforts to specifically hire and retain Veterans.

We believe Veterans, including serving Guardsmen and Reservists, will play an essential role in the recapitalization of our workforce and will be the future leaders of our business. Veteran-owned CESI is a Small Company under V3 certification criteria with sporadic hiring requirements. In 2013, CESI expects to hire five (5) new employees in Newport News of which we intend to hire at least 25% Veterans. We also pledge to retain those employees for at least 1 year.

We are very proud of the fact that our current roster of over 100 employees is made up of 24% Veterans. We have made a sincere effort to recruit, hire, train, and retain Veterans. In fact, 58% of our Veteran employees were hired since 2012, 30% since January 2013 alone. In regards to retention, 50% of our Veteran staff has at least 1 year of service, 25% have at least 2 years of service, and over 20% has at least 4 years of service with the company.

CESI is successful because of Veterans. Similarly, we are active in Florida's program with similar objectives, as well as around the country as we seek to fill positions requiring highly skilled candidates with a deep sense of integrity.

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. Please free to contact me at any time. I can be reached at (407) 674-8302 or via electronic mail at matt.thompson@coleengineering.com.

Sincerely
COLE ENGINEERING SERVICES, INC.

Matthew J. Thompson
Chief Operating Officer