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February 25, 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,

Pilot Media 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 workforce and will be the future leaders of our business.

Pilot Media is a multi-media company with over 800 employees. Many of our roles are highly specialized and involve nation-wide talent searches. Others are more easily filled in our local market. Over the next year, Pilot Media expects to hire 10 new employees in those types of roles, and commits to hire 20% of those Veterans. We also pledge to do our best to retain those employees for at least 1 year.

We are very proud of the fact that since we founded almost 150 years ago, many of our leaders and employees are successful because of the training they received in the service. We are actively seeking ways to partner more closely with organizations such as this one to attract veterans during our recruitment efforts.

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.

Respectfully submitted,

David Mele
President and Publisher, Pilot Media