



March 22, 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:

James Madison University 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.

James Madison University is a higher education institution in the enterprise category with approximately 3,900 part-time and full-time employees. Over the next year, James Madison University expects to hire approximately 600 non-student, new employees during the period of July 2013 to June 2014 of which we intend to hire 5% Veterans. We also pledge to retain those employees for at least 1 year.

We are very proud of the fact that since 2011, we have hired approximately 1,169 non-student employees, 46 (4%) of them are Veterans. James Madison University 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.

Respectfully Submitted,

Jonathan R. Alger
President

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