

January 1, 2013

Commissioner Paul Galanti  
Virginia Department of Veterans Services  
900 East Main Street  
Richmond, VA 23219  
Courtesy Copy to Deputy Commissioner Bill Janis

Dear Commissioner Galanti,

Kearney & Company (Kearney) 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.

Kearney is a CPA Firm with over 400 employees and continuous hiring requirements. Over the next year, Kearney expects to hire 65 new employees during the period of January 2013 to December 2013 of which we intend to hire 5 Veterans. We also pledge to do our best to retain those employees for at least one year.

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,



Stuart P. Strange  
Recruiting Manager